



Introducing Team Types

Every team has a pattern. It is the way it tends to operate — what comes naturally, and where it quietly gets stuck. Sonas has identified eight distinct team types, each one a recognizable combination of strength and constraint. Based on the scores your team submitted in a confidential team assessment, across eight dimensions of team performance, your team is assigned a team type. It is not a label. It is a mirror, a reflection of the reality your team is operating in daily.

THE EIGHT DIMENSIONS

Each of the eight dimensions is scored based on 38 questions answered confidentially by your team members.

Dimension	Why it's important
Shared Purpose & Clear Goals	Clarity on why the team exists, where it is headed, and how success is measured.
Leadership Effectiveness	Whether the team is well led — direction is clear, people feel supported and developed.
Psychological Safety	Whether people feel safe to speak up, challenge ideas, admit mistakes, and take risks.
Communication & Candor	Whether feedback flows freely in all directions and difficult conversations happen early.
Collective Accountability	Everyone owns the outcome, not just their own task. The team takes shared responsibility.
Process & Autonomy	Whether the team has the clarity, autonomy, and efficient processes to do great work.
Continuous Learning	Whether the team regularly reflects, improves, and invests in growing collectively.
Results & Delivery	Whether the team consistently delivers, learns from shortfalls, and knows if it is winning.

The scores on the eight dimensions are combined to define clusters for a team.



HOW WE CALCULATE YOUR TYPE

The scores from two specific dimensions are combined to arrive at a score across four clusters: Why, Who, How and What. The highest-scoring cluster pair determines your Team Type.



THE EIGHT TEAM TYPES

Each type is a recognizable pattern of strength and constraint, derived from scores across the four clusters.

Thriving	<i>Why + Who + How + What</i>	All four clusters are firing. Purpose, people, process, and delivery working together — the hallmark of a genuinely high-performing team.
Inspired	<i>Why + Who</i>	Psychologically safe and purpose-driven. Energy and candor are real strengths. The team believes in what it is doing and feels safe enough to say what it thinks.
Visionary	<i>Why + How</i>	Ambitious and structured. Clear direction is paired with a disciplined process. This team knows where it is going and has the systems to get there.
Purposeful	<i>Why + What</i>	Mission-driven and delivery-focused. The team knows why it exists and has a strong track record of delivering on it. Results feel meaningful.
Grounded	<i>Who + How</i>	Reliable, safe, and well-structured. People trust each other and know what good looks like. The team is a stable, dependable unit.
Connected	<i>Who + What</i>	Trusting and collaborative with a strong track record. Relationships are real and the team has earned its credibility through consistent delivery.
Relentless	<i>How + What</i>	Disciplined and accountable. This team finishes what it starts. The process is tight, ownership is clear, and delivery is taken seriously.
Awakening	<i>No dominant cluster</i>	Every dimension is a starting point — and every gain is high-leverage. This is where the most significant improvement potential exists.



THE SHADOW — WHAT TO WATCH FOR

Every team type has a shadow. Knowing yours is the first step to watching out for it and managing it.

Team Type	Shadow	
Thriving	Complacency	When everything works, the drive to push further quietly fades. High performance can become the reason to stop questioning the status quo.
Inspired	Drift	Purpose and safety are powerful — but without structured delivery and accountability, energy doesn't convert to outcomes. Great conversations, slow progress.
Visionary	Rigidity	A team that knows where it's going and exactly how can struggle to adapt. Direction becomes dogma, and the human cost of the plan gets overlooked.
Purposeful	Depletion	Mission and delivery are a potent combination — but without enough safety or learning, the team burns through its people to hit its numbers.
Grounded	Stagnation	High trust and clear structure create stability — but stability can calcify into inertia. The team is safe, reliable, and slowly falling behind.
Connected	Groupthink	Tight bonds and strong track records are assets — until they become armour. Difficult truths don't surface. Relationships get protected over performance.
Relentless	Brittleness	Disciplined execution is a competitive edge — until there's no room for error. Without psychological safety, mistakes go underground and burnout follows.
Awakening	Paralysis	When every dimension is a starting point, the gap can feel insurmountable. Without a clear intervention sequence, cynicism about change sets in.

Knowing your type is the starting point. Coaching is what makes it stick.

Every Sonas Team Health engagement includes a 12-week individual coaching program for each leader — 6 sessions beginning within two weeks of the workshop, focused on turning workshop commitments into lasting behavioral change. The engagement closes with a 90-day reassessment, measuring actual movement against the baseline.

This is what separates Sonas from every other team assessment tool: a coach in the room, and with every leader individually, for the 90 days that follow.

Get in touch to discuss your team at results@mysonascoach.com