

# Team Health Assessment™

Building a more successful team

## How healthy is your team?

What do you need to consider in order to enhance your team's performance? Do you know the 10 areas that are critical in building a high performing, motivated and happy team?

How do your team members feel about their team? Are you confident of your team's performance and success? Are the team members confident of their team's success?

Team Health Assessment™ is a practical, effective online tool designed to ask you the questions needed to consider how to develop your team to be best it can be.



## 360° Team Health Assessment™

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## Benefits of Team Health Assessment™

- Full reporting on ten key areas required to develop a successful team with suggested key actions
- Includes 360° feedback from team members and senior manager to assess confidence and pave the way for positive discussions
- Delivered with a team building course it offers a twelve week development programme to embed key team skills
- Combined with a team building course it offers a team skills

## Twelve week online development programme- *turning team players into team winners*

Comprising: Two Team Health Assessments™ for the whole team, a series of 10 e-mailed touch points covering the key team elements and offering further insights and tips for success, and a final summary that, if applied, can make a real difference in transforming your team.

- 1 - Initial assessment
- 2 - Building relationships and balance
- 3 - Creating a positive climate
- 4 - Making meetings effective
- 5 - Establishing and communicating mission
- 6 - Individual roles within the team

- 7 - Choosing your leadership style
- 8 - Building effective relationships outside the team
- 9 - Building individual satisfaction and worth
- 10 - Harnessing creativity and open thinking
- 11 - Creating the right winning mentality
- 12 - Final summary

Practical | Focused | Results-driven

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## Team Health Assessment reports - taking the next steps to further success

Written and graphical summaries in **key team building areas** offer practical options to develop the team:

**Team relationships** - Interpersonal relationships are an important rating which supports the team dynamic

**Climate** - A happy, motivated team is more productive than the sum of its parts

**Thinking** - Creative thinking, learning from mistakes and the implementation of new ideas works to drive growth

**Mission** - Mission and vision is communicated effectively to maintain motivation

**Team roles** - By understanding their role and the impact on the wider organisation, team members take ownership in determining their own objectives and actions

**Leadership styles** - Different situations require differing leadership styles and approaches

**Intergroup relations** - Recognising that clear, concise and suitable communication is the key to maintaining positive internal and external relationships

**Individual satisfaction** - An important factor in overall team success and productivity

**Meetings** - Allow clear direction to be set to drive the team forward and allow change to be accepted

**Winning mentality** - In turning the team from good to great; encouraging continuous improvement practices to create more success



## Team Health Assessment™ - Based on Tuckman's group development model

This model of group dynamics, first proposed by Bruce Tuckman in 1965, maintains that the four phases of team development (below) are all necessary and inevitable in order for a team to grow, face up to challenges, tackle problems, find solutions and deliver successful results.

**Forming** – In the first stages of team building, the forming takes place. Members of the team get to know one another, exchange information and make new friends. This is a good opportunity to see how each member of the team works as an individual

**Storming** – A necessary stage for team growth in which different ideas compete for consideration. Team members open up to each other and confront ideas and perspectives

**Norming** – At this stage, the team manages to have one goal and agree a mutual plan. All the members take responsibility and have the same ambition – to work together for the success of the team

**Performing** – Teams are able to function as a unit as they find ways to get the job done smoothly and effectively. Members have become interdependent and are, by this time, motivated and knowledgeable

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