



TEAM CONFIDENCE REPORT™

Building Better Teams



TEAM NAME: Team Sample

DATE: 31 October 2024

Team Name

INTRODUCTION

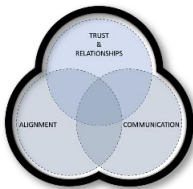
The business environment of today is volatile and ever changing with an intense need for competition and innovation. How well people work in aligned, team like ways separates winning from losing. All this is giving rise to a huge reliance on interdependence between members of a team and between teams per se. Teams today are becoming pivotal in carrying out all executionary elements of any strategic or tactical plan.

16

Respondents

ABOUT THIS REPORT

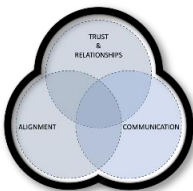
This report is designed with more than two decades of research over a dozen industries globally. The report is aimed at assessing the causal factors that make teams perform sustainably at high levels. The causal factors are also levers for change, in that, they help team leaders and members to assess the gaps and work on bridging them using various interventions.



TRUST & RELATIONSHIPS

To what extent is there trust amongst the members of the team and what is the nature of relationships members share with each other in the team.

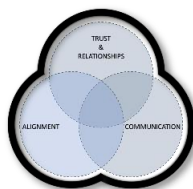
This section has 7 items labelled form **T1** to **T7**.



COMMUNICATION

To what extent are people communicating with each other; how frequently and how authentically are the members reaching out to each other.

This section has 7 items labelled form **C1** to **C7**.



ALIGNMENT

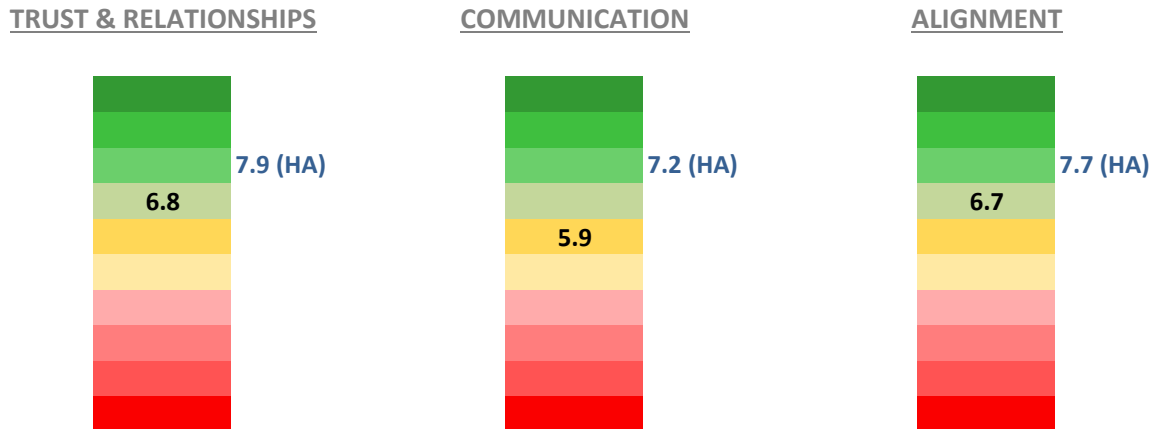
To what extent is the team clear about the purpose, direction & roles. How well does each member of the team fit in and align with the rest of the team and its goals.

This section has 7 items labelled form **A1** to **A7**.

EXECUTIVE SUMMARY

Figure 1.1 is the overall score in each of the 3 core areas comprising the Team Confidence Report. These scores are the average of all 7 statements being measured under each section.

Figure 1.1



SUB-LEVEL SUMMARY

Figure 1.2 is the itemised scoring in each of the 3 core areas comprising the Team Confidence Report. These scores are the average scores of all respondents for each item statement under the respective section.

Figure 1.2

TRUST & RELATIONSHIPS	T1	T2	T3	T4	T5	T6	T7
	HA	6.6	6.1	6.0	6.7	7.7	8.4
	-1.6	-1.2	-2.0	-1.1	-0.7	0.1	-1.0

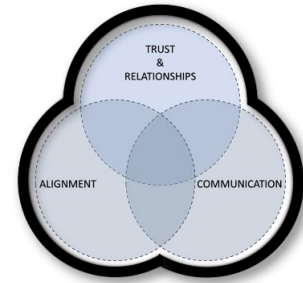
COMMUNICATION	C1	C2	C3	C4	C5	C6	C7
	HA	6.1	6.3	5.9	5.6	5.0	5.7
	-1.4	-1.5	-1.5	-1.6	-1.4	-1.0	-0.9

ALIGNMENT	A1	A2	A3	A4	A5	A6	A7
	HA	6.3	6.6	7.9	6.0	7.4	5.9
	-1.0	-1.3	-0.3	-1.6	-0.4	-1.5	-1.2



FACTOR ASSESSMENT

This sections gives you the scores of the causal factors under **Trust & Relationships**. There are 7 factor elements that are labelled from **T1** to **T7**.



TRUST & RELATIONSHIPS

To what extent is there trust amongst the members of the team and what is the nature of relationships members share with each other in the team.

Strongly Disagree++	Strongly Disagree+	Disagree++	Disagree+	Slightly Agree+	Slightly Agree++	Agree+	Agree++	Strongly Agree+	Strongly Agree++
1	2	3	4	5	6	7	8	9	10
0.1 - 1.0	1.1 - 2.0	2.1 - 3.0	3.1 - 4.0	4.1 - 5.0	5.1 - 6.0	6.1 - 7.0	7.1 - 8.0	8.1 - 9.0	9.1 - 10.0

T1 Members of the team are comfortable soliciting help and offering help whenever needed. (T1)



T2 People in my team openly discuss their feelings, values and beliefs with each other.



T3 The members of the team are skilled enough to do their jobs.



T4 Members of my team are reliable (they do what they say they will).



T5 Members in my team respect diversity of people, gender, races & ideas.



T6 Members of the team act with integrity and within prescribed ethical standards

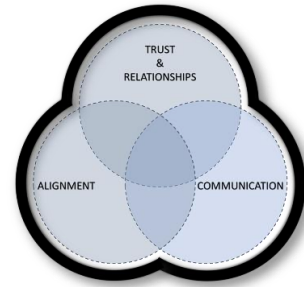


T7 People in my team know each other personally and beyond work boundaries.



FACTOR ASSESSMENT

This sections gives you the scores of the causal factors under **Communication**. There are 7 factor elements that are labelled from **C1** to **C7**.



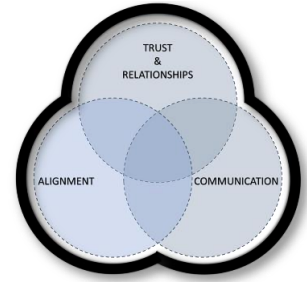
COMMUNICATION

To what extent are people communicating with each other; how frequently and how authentically are the members reaching out to each other.



FACTOR ASSESSMENT

This sections gives you the scores of the causal factors under **Alignment**. There are 7 factor elements that are labelled from **A1** to **A7**.



ALIGNMENT

To what extent is the team clear about the purpose, direction & roles. How well does each member of the team fit in and align with the rest of the team and its goals.

Strongly Disagree++	Strongly Disagree+	Disagree++	Disagree+	Slightly Agree+	Slightly Agree++	Agree+	Agree++	Strongly Agree+	Strongly Agree++
1	2	3	4	5	6	7	8	9	10
0.1 - 1.0	1.1 - 2.0	2.1 - 3.0	3.1 - 4.0	4.1 - 5.0	5.1 - 6.0	6.1 - 7.0	7.1 - 8.0	8.1 - 9.0	9.1 - 10.0

- A1** The team is good at setting realistic goals and creating robust plans before execution begins.

6.3
- A2** Team members are clear about what is expected from them in terms of their role & responsibilities.

6.6
- A3** Members of the team are all working towards one common purpose and objective.

7.9
- A4** There is more 'we' rather than 'I' in the team.

6.0
- A5** All members of the team treat each other with equal fairness & respect.

7.4
- A6** Members take personal onus to improve in areas where the team fails.

5.9
- A7** Members of the team are aware of each other's roles and how they align to the big picture.

6.6

OVERALL RANKING

This sections gives you the all 21 items that are ranked in the order of highest to lowest scores in the making. Each statement is coded so you know which section it is from.

TEAM CONFIDENCE REPORT - DIMENSIONAL ELEMENTS	HA	TEAM	DELTA
Members of the team act with integrity and within prescribed ethical standards. (T6)	8.3	8.4	0.1
Members of the team are all working towards one common purpose and objective. (A3)	8.1	7.9	-0.3
All members of the team treat each other with equal fairness & respect. (A5)	7.8	7.4	-0.4
Members in my team respect diversity of people, gender, races & ideas. (T5)	8.4	7.7	-0.7
Members of the team truly listen to understand each other whilst communicating. (C7)	7.5	6.6	-0.9
When members face issues with someone in the team, they are comfortable in approaching that person directly and avoid talking behind their backs. (C6)	6.7	5.7	-1.0
People in my team know each other personally and beyond work boundaries. (T7)	7.2	6.1	-1.0
The team is good at setting realistic goals and creating robust plans before execution begins. (A1)	7.3	6.3	-1.0
Members of my team are reliable (they do what they say they will). (T4)	7.9	6.7	-1.1
People in my team openly discuss their feelings, values and beliefs with each other. (T2)	7.3	6.1	-1.2
Members of the team are aware of each other's roles and how they align to the big picture. (A7)	7.8	6.6	-1.2
Team members are clear about what is expected from them in terms of their role & responsibilities. (A2)	7.9	6.6	-1.3
Members of the team communicate openly and honestly with each other (mean what they say & say what they mean). (C1)	7.6	6.1	-1.4
Members of the team 'call out' behaviors that do not support the team performance. (C5)	6.4	5.0	-1.4
Members appreciate each other's good work and give regular positive reinforcements to others in the team. (C2)	7.8	6.3	-1.5
Members give developmental feedback to others irrespective of work levels or seniority. (C3)	7.3	5.9	-1.5
Members take personal onus to improve in areas where the team fails. (A6)	7.4	5.9	-1.5
Members of the team feel comfortable in confronting conflict and handling it constructively. (C4)	7.2	5.6	-1.6
There is more 'we' rather than 'I' in the team. (A4)	7.6	6.0	-1.6
Members of the team are comfortable soliciting help and offering help whenever needed. (T1)	8.2	6.6	-1.6
The members of the team are skilled enough to do their jobs. (T3)	8.0	6.0	-2.0

This Report has been prepared by Synergogy
for
ABC Co. Ltd.

Based on:

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