

Welcome to

The *PRISM*
Team

Performance
Diagnostic
Application



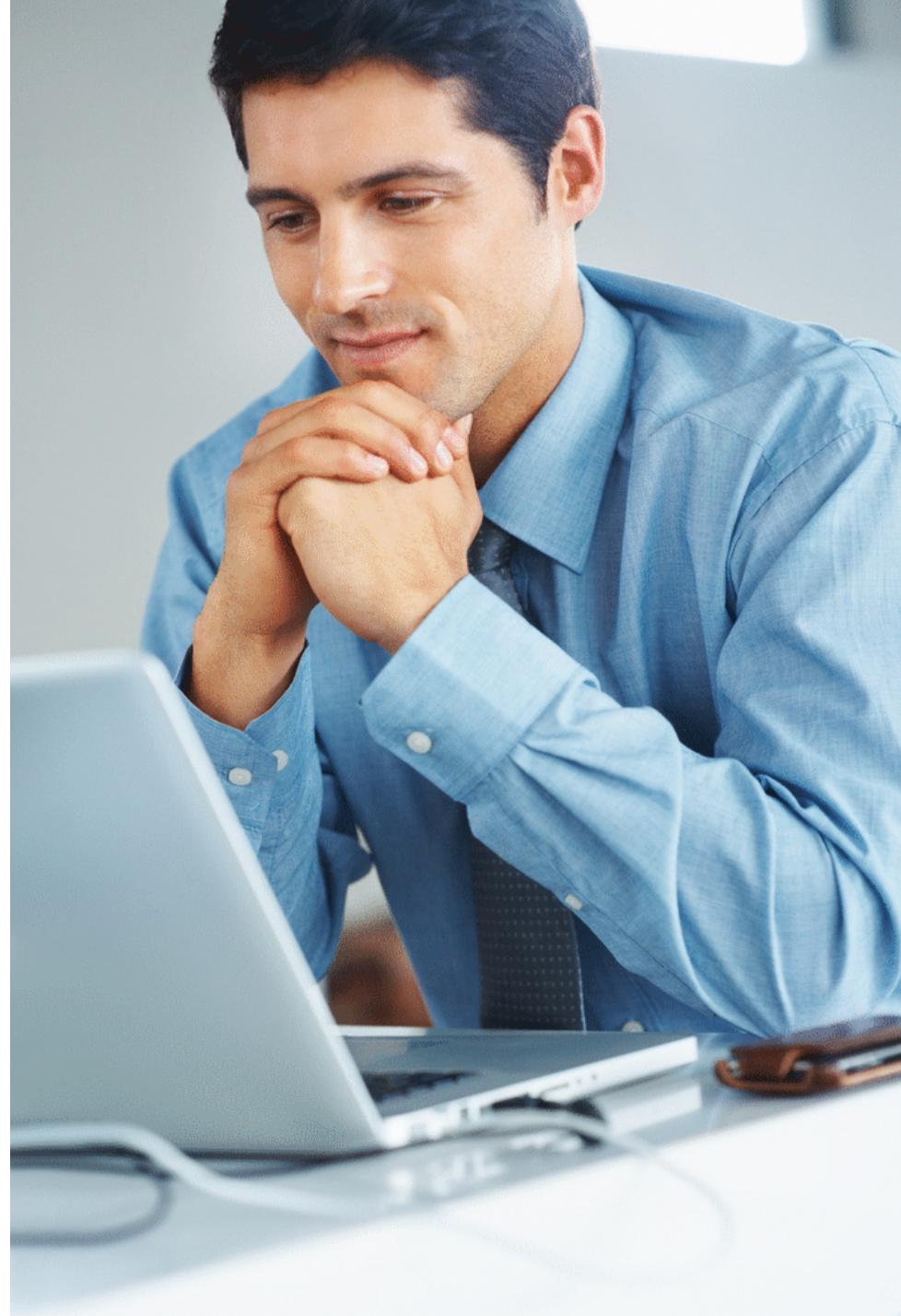
Have you ever considered the benefits of measuring the effectiveness of team performance in your organisation?

High-performing teams have never been more critical for business success. Therefore, it is crucial to understand the current level of teamwork in your company. How can you really measure this without relying on subjective statements like: “We work well as a team”?

To help answer this important question, we would like you to take a few minutes to explore in a little more depth how you can measure team performance in a very easy and highly cost-effective way.

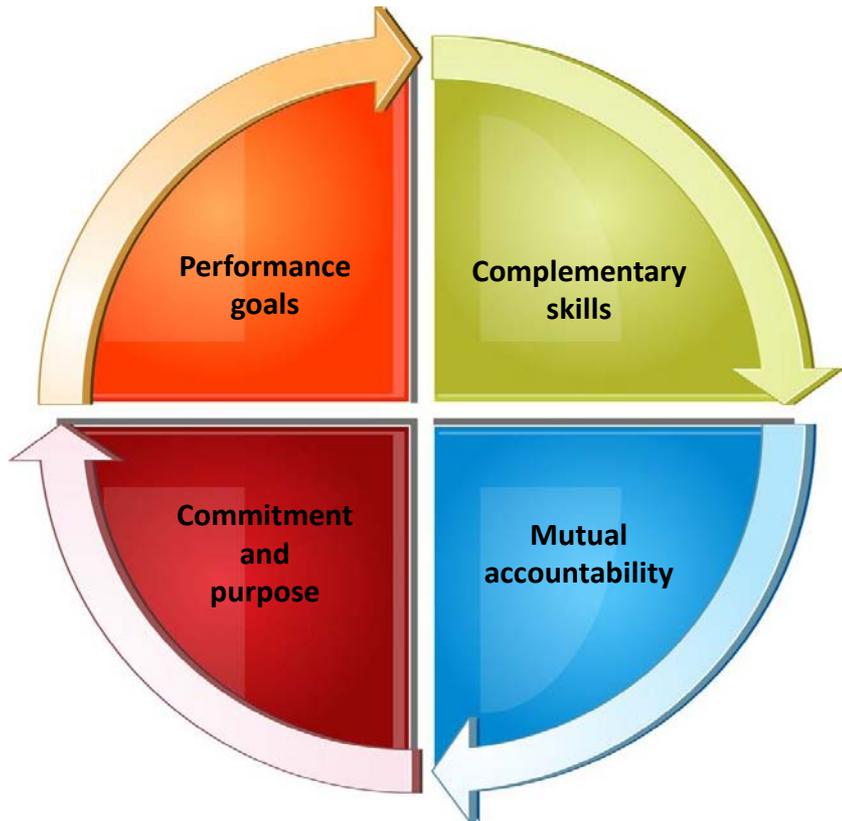


Several studies have shown that fewer than 10% of business teams can truly be considered “high performance”, and some 40% are largely dysfunctional, destroying both motivation and engagement. The remaining 50% perform marginally, but never producing more than mediocre results.

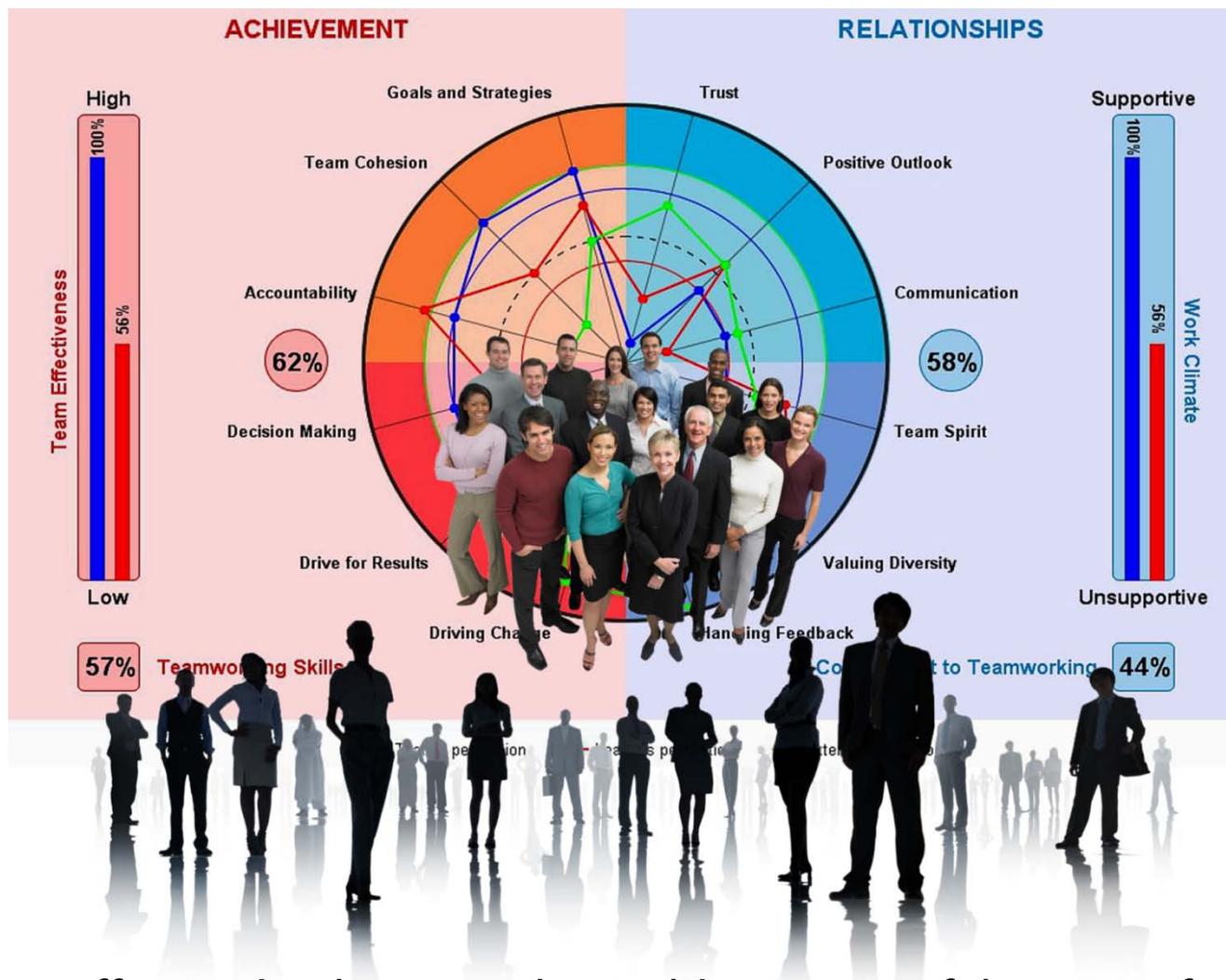


Research shows that the most successful teams to producing outstanding results are also those that have developed the ability to create the optimum balance between the drive for achievement and for developing good working relationships, both within the team and externally.





“Work groups don’t become high performance teams just because that is what someone calls them. The essence of a team is shared commitment. Without it, groups perform as individuals; with it, they become a powerful unit of collective performance.”



Most effective leaders spend a sizable portion of their time focused on improving their teams' performance. They want their teams to perform better, but they don't have a thorough understanding of how their teams are actually performing. If you are not sure about how your teams are performing, here is an opportunity to find out

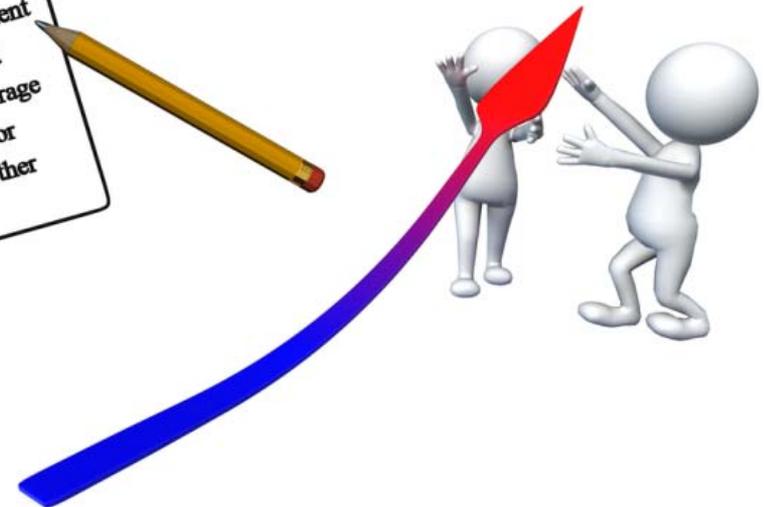
The ***PRISM*** Team Performance Diagnostic is an easy to use, online application that is designed to provide business leaders with a comprehensive and incisive insight into how their work teams are performing. Reports are instantly available for download and contain a wide range of easy to understand metrics, graphics and comments.



At the core of the *PRISM* Team Performance Diagnostic report is an analysis of 25 key performance-related factors - grouped into 6 main categories - that impact on team performance and which provides a sound starting point for enhancing overall team effectiveness.

- 01 ACHIEVEMENT
- 02 RELATIONSHIPS
- 03 TEAMWORKING SKILLS
- 04 COMMITMENT TO TEAMWORKING
- 05 ORGANISATIONAL CULTURE
- 06 TEAM MORALE

PRISM
TEAM PERFORMANCE DIAGNOSTIC



The *PRISM* Team Performance Diagnostic enables up to three categories of respondents to contribute their views and ratings. The categories are: line manager, team members and, where appropriate, external respondents who are very familiar with the team and its performance.

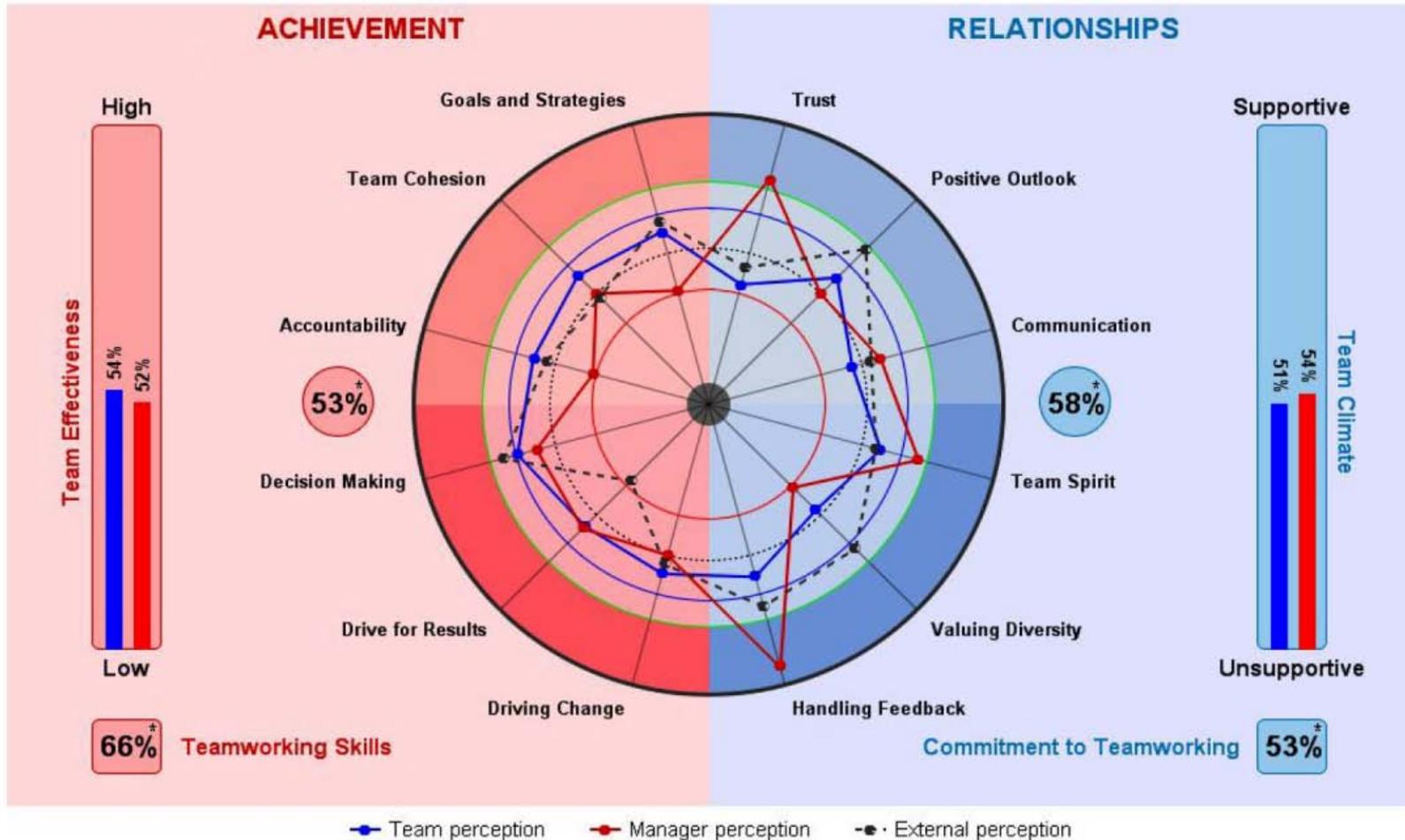
The Diagnostic survey takes about 20-25 minutes to complete by each respondent.



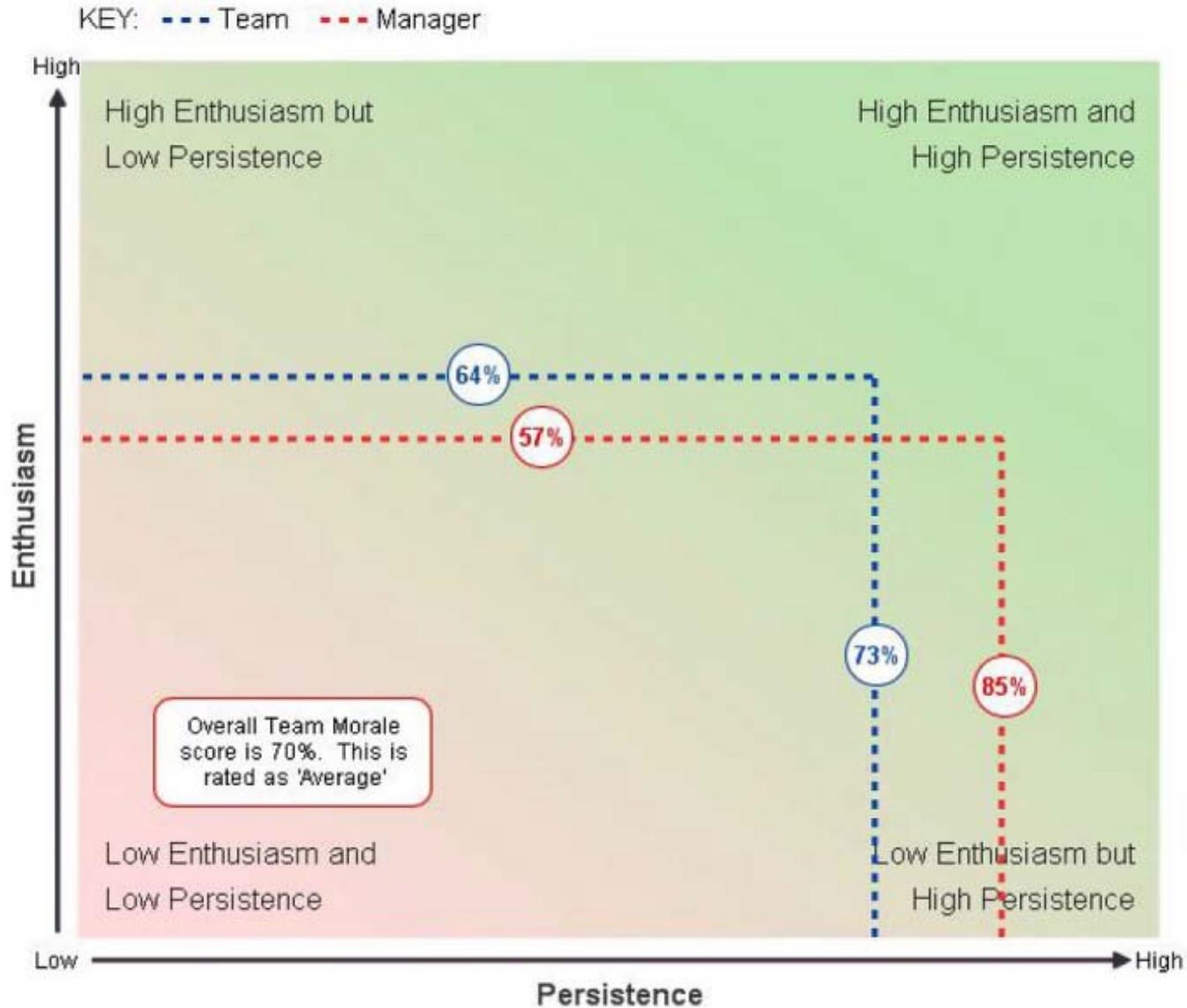
The following pages contain a sample of extracts from the Diagnostic Report



OVERALL PERFORMANCE CHART



TEAM MORALE



SUMMARY SCORES CHART

Key Results Areas

Performance Factors	Description	Manager Rating	Team Rating	External Rating	Average Rating	Performance Level
Goals and Strategies	The extent to which all the team members fully understand and are committed to the team's goals and strategies.	36	50	46	45	Below average
Team Cohesion	The extent to which all the team members experience a sense of unity and shared committed to the team's role.	50	57	54	55	Below average
Accountability	The extent to which individual team members are clear about and accept their own roles and responsibilities.	36	68	68	57	Below average
Decision Making	The extent to which the team uses effective problem solving processes when dealing with complex issues.	57	68	71	64	Average
Drive for Results	The extent to which team members are motivated by and achieve demanding targets.	57	50	36	52	Below average
Driving Change	The extent to which team members embrace change and respond to it pro-actively in a positive manner.	50	50	54	50	Below average
Trust	The extent to which team members demonstrate a high level of trust, openness and reliance on each other.	79	36	43	50	Below average
Positive Outlook	The extent to which team members are forward looking and take a strong, positive, optimistic view of their work.	50	75	75	67	Average
Communication	The extent to which all members keep each other fully informed about team issues.	57	50	61	52	Below average
Team Spirit	The level of camaraderie and willingness to provide mutual support that exists between all team members.	71	46	64	55	Below average
Valuing Diversity	The extent to which team members value and make use of each other's ideas, skills, background experiences, behavioural strengths and knowledge.	36	50	71	45	Below average
Handling Feedback	The extent to which team members regard constructive conflict and opinion sharing as beneficial to their individual and team performance.	93	50	79	64	Average
Teamworking Skills	The extent to which the team members possess the skills necessary to build a high performance team	71	54	57	60	Below average
Commitment to Teamworking	The extent to which the team members are committed working together collaboratively to deliver high performance	54	39	59	44	Poor
Team Effectiveness	The extent to which the team makes effective use of its material and human resources to attain its current level of achievement	52	38	57	42	Poor
Team Climate	The extent to which team members feel supported by the organisation and by other team members	54	36	46	42	Poor
Team Morale	The extent to which team members enjoy being the team and are willing to do what it takes to ensure that it succeeds in its tasks despite tough challenges	71	57	64	62	Below average

SUMMARY SCORES CHART

Key Results Areas

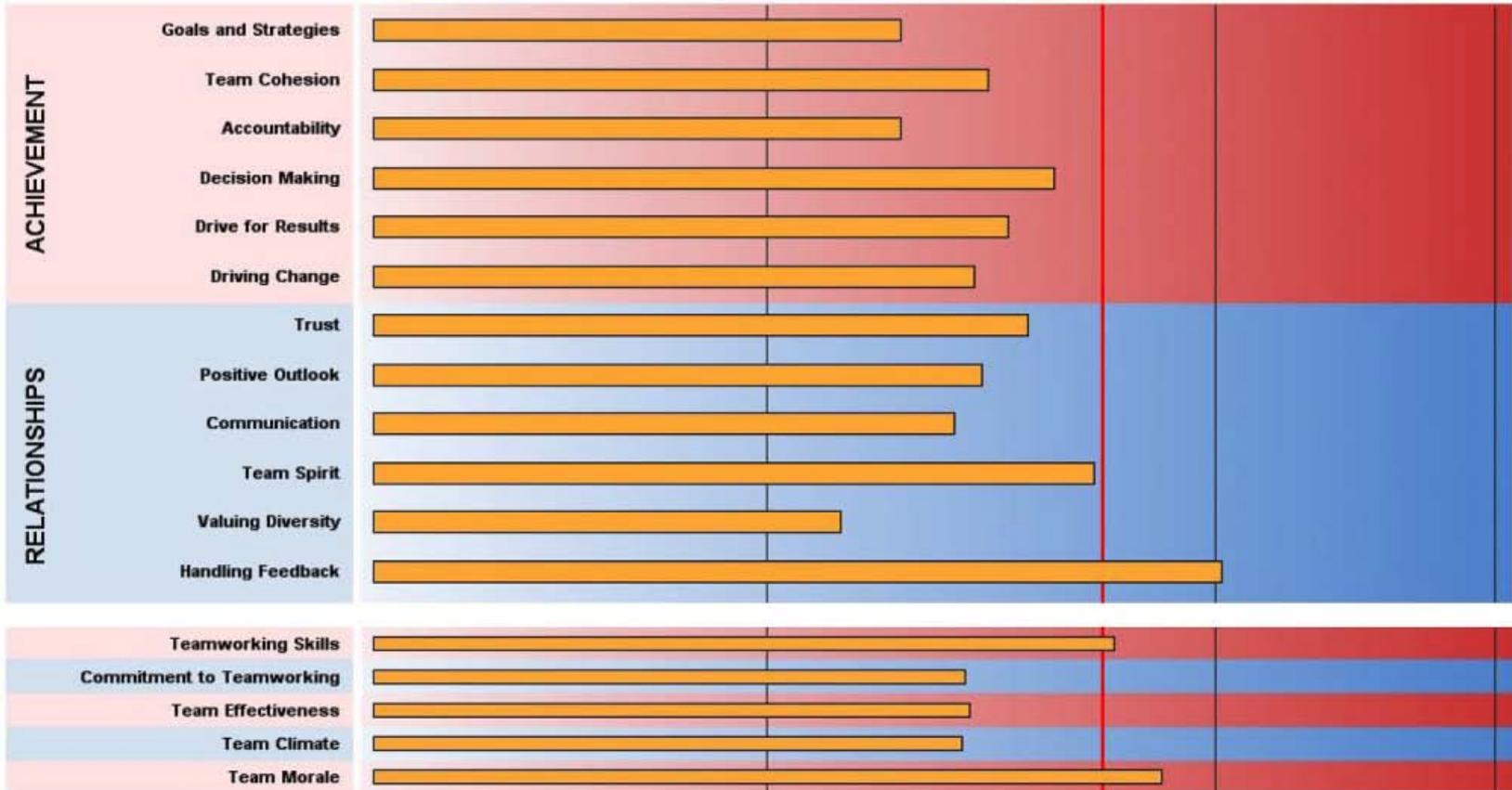
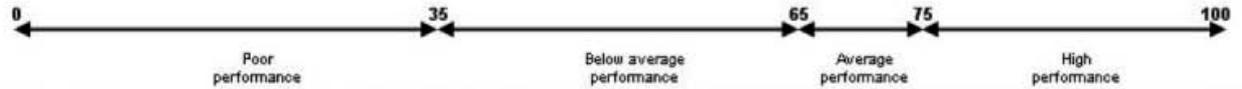
Performance Factors	Description	Manager Rating	Team Rating	External Rating	Average Rating	Performance Level
Goals and Strategies	The extent to which all the team members fully understand and are committed to the team's goals and strategies.	36	50	46	45	Below average
Team Cohesion	The extent to which all the team members experience a sense of unity and shared committed to the team's role.	50	57	54	55	Below average
Accountability	The extent to which individual team members are clear about and accept their own roles and responsibilities.	36	68	68	57	Below average
Decision Making	The extent to which the team uses effective problem solving processes when dealing with complex issues.	57	68	71	64	Average
Drive for Results	The extent to which team members are motivated by and achieve demanding targets.	57	50	36	52	Below average
Driving Change	The extent to which team members embrace change and respond to it pro-actively in a positive manner.	50	50	54	50	Below average
Trust	The extent to which team members demonstrate a high level of trust, openness and reliance on each other.	79	36	43	50	Below average
Positive Outlook	The extent to which team members are forward looking and take a strong, positive, optimistic view of their work.	50	75	75	67	Average
Communication	The extent to which all members keep each other fully informed about team issues.	57	50	61	52	Below average
Team Spirit	The level of camaraderie and willingness to provide mutual support that exists between all team members.	71	46	64	55	Below average
Valuing Diversity	The extent to which team members value and make use of each other's ideas, skills, background experiences, behavioural strengths and knowledge.	36	50	71	45	Below average
Handling Feedback	The extent to which team members regard constructive conflict and opinion sharing as beneficial to their individual and team performance.	93	50	79	64	Average

SUMMARY SCORES CHART

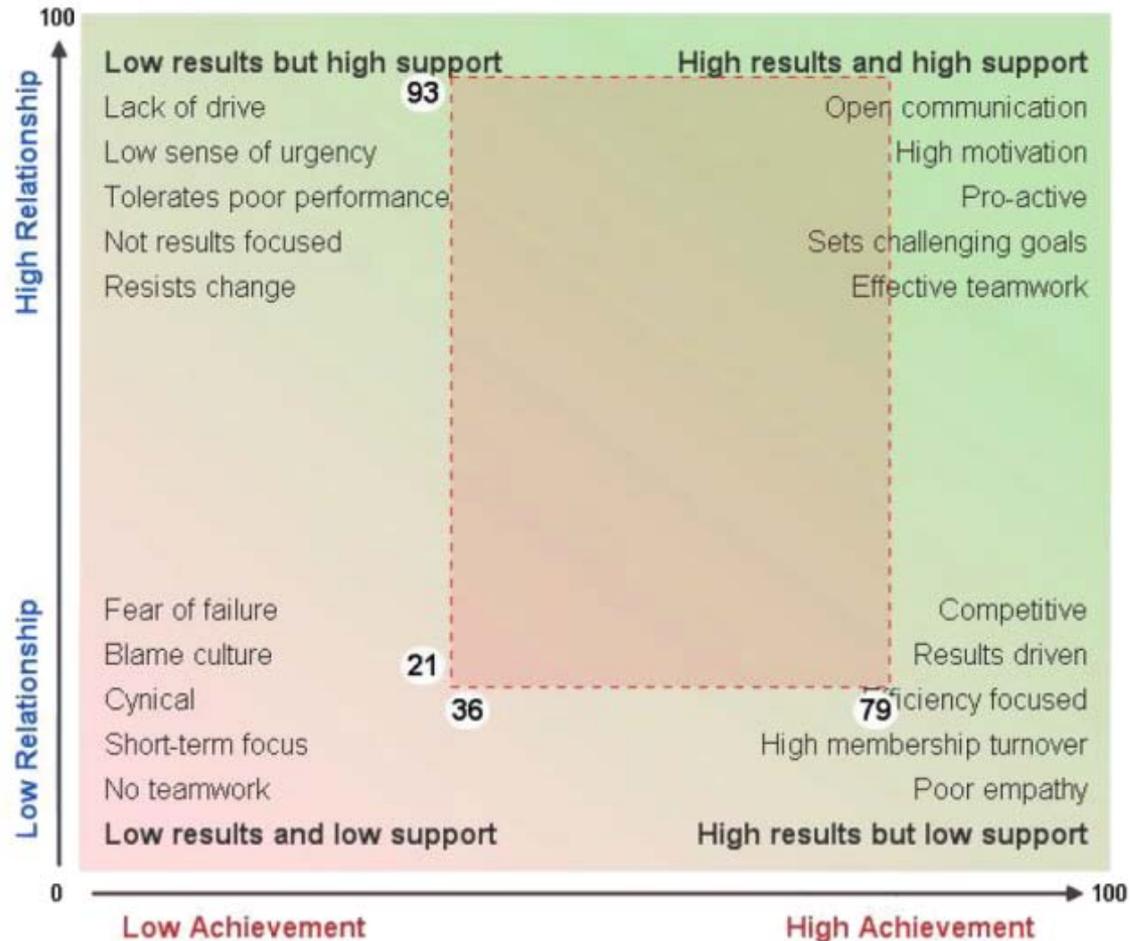
Organisational Culture

Performance Factors	Description	Manager Rating	Team Rating	External Rating	Average Rating	Performance Level
A desire to succeed	The organisation's culture is based on the relentless pursuit of business and personal excellence, always pushing to do better and being resilient despite opposition or setbacks.	100	57	N/A	71	Average
A one team culture	The organisation's culture is about creating cohesion and trust by helping all individuals to achieve their full potential and by making the most of everyone's talents.	57	43	N/A	48	Below average
Personal ownership	The organisation's culture is about encouraging everyone to take personal responsibility for and ownership of overall business performance.	14	57	N/A	43	Poor
Passion and energy	The organisation's culture is about bringing infectious enthusiasm to all work activities and delivering exceptional performance in the areas that really matter.	71	43	N/A	52	Below average
Action orientated	The organisation's culture is about being self-motivated, creating and maintaining a sense of urgency and knowing where the real value of any activity is.	86	43	N/A	57	Below average
Externally focused	The organisation's culture is about focusing energies on delighting the customer and beating competitors rather than internal issues and politics.	43	14	N/A	24	Poor
Embracing change	The organisation's culture is about challenging the status quo, welcoming change and looking for new and better ways of doing things.	71	29	N/A	43	Poor
Inspirational leadership	The organisation's culture is about providing inspirational leadership that makes others feel motivated, inspired and empowered to perform at their very best.	29	43	N/A	38	Poor

KEY RESULT AREAS COMPARISON CHART



TEAM SELF PERCEPTION



The highlighted area in this chart shows the highest and lowest ratings given by any of the respondents for the team's perceived 'Relationship' and 'Achievement' dimensions. The closer the ratings by all respondents, the more consistent the team's self perception.

The comprehensive report is available instantly and includes a compilation of the feedback comments made by respondents.



RESPONDENTS' COMMENTS

What do you think works well within the team?

- There is good cooperation and a willingness to work together
- We have very open dialogue and people generally speak their mind
- There is good idea generation and discussion within the team and we share knowledge and experience effectively
- We take inspiration from the team and each other

What inspires you about the team?

- We are different in how we work and approach things. This is great because we get different approaches to problem solving
- The team has a high energy, can-do attitude and focuses on "end" rather than "means"
- There is a good mix of experience, culture, talents – a blend that really gels
- The overall tone, engagement and dialogue create an inspiring environment

What do you think is missing, or what do you find frustrating about the team?

- Sometimes there is a disconnect between the strategic actions, resource allocation and performance management. We need to keep looking for smarter ways of working
- There are times when we do not have the data to do the work effectively
- There needs to be more realistic forward planning of initiatives. Things don't just happen due to hard work, some things require careful planning
- On occasions, there is a tendency to drive own agendas rather than support the common goal

Contact us today for more details...

www.prismbrainmapping.com

info@prismbrainmapping.com

Telephone: +44 1892 535432



IMPORTANT NOTE:

As we can only upload PDF's to
'Download Documents', please contact
lisa@prismbrainmapping.com
if you would like a PowerPoint version of
this presentation.