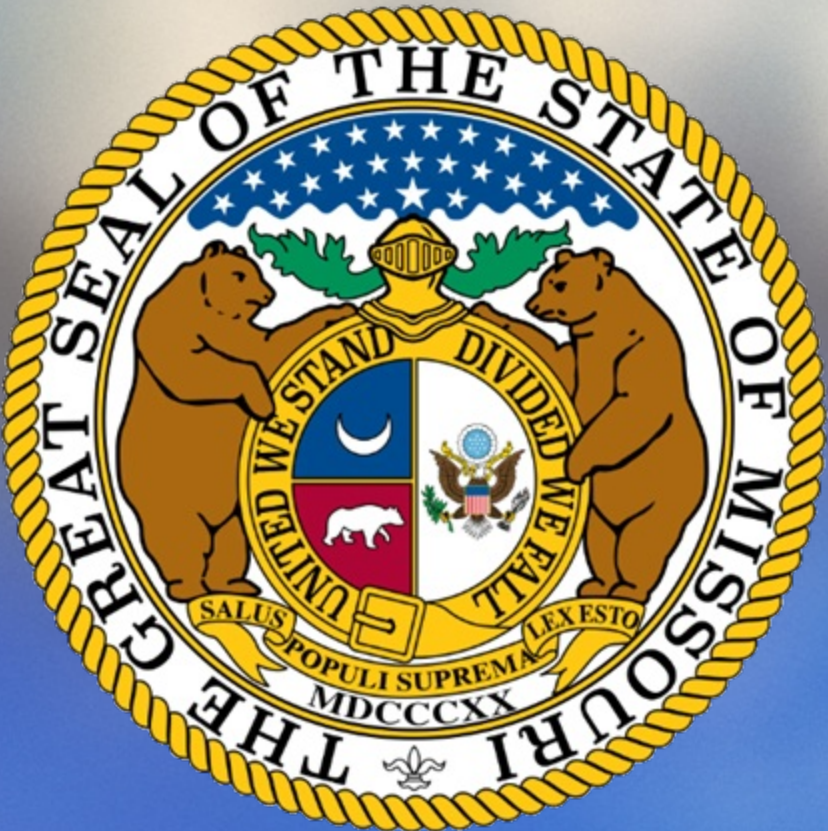# State Of Missouri 2024 Iron Viz

By Michael Stroud

How does team size impact the State of Missouri?

"If companies are dealing with **coordination tasks** *and* **motivational issues**, *and you ask, 'What is your team size and what is optimal?' that correlates to a team of* **six**" *(1)*

We will tackle this question by looking at onboarding survey data results based on team size.

Source

How big are our teams?

| Team Size of 1-5 40.52% | Team Size of 6-10 39.80% | Team Size of 11-15 10.04% |
| | | Team Size of >21 |

Within this dashboard, we will account for the difference in the sample sizes, by measuring the percentage of respondents **within each group**.
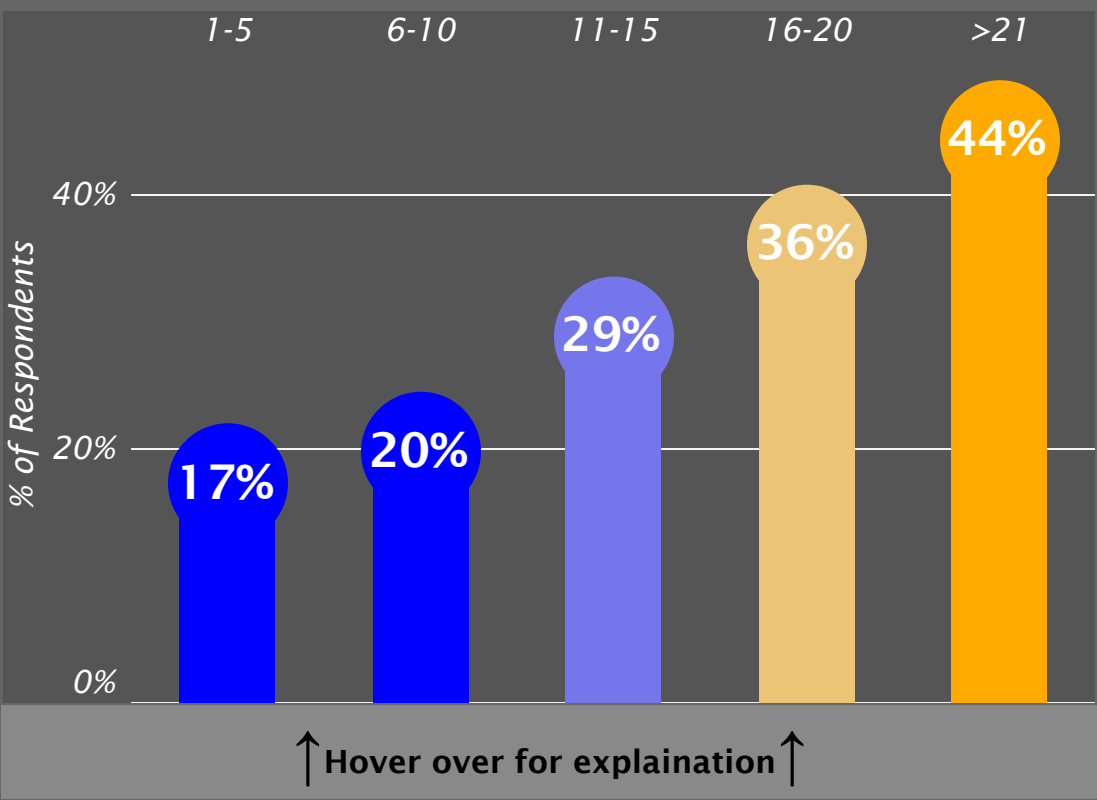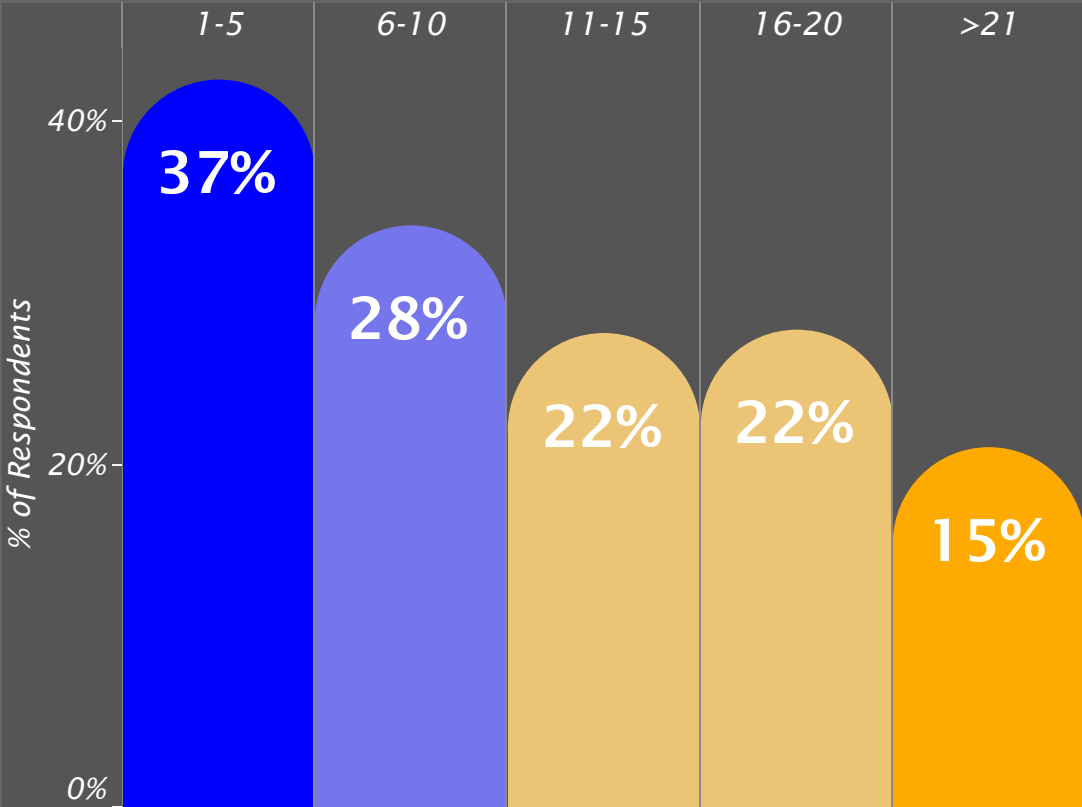

Leading Small Teams to do Big things

MISSOURI

Small teams *enable direct leaders to do more through*
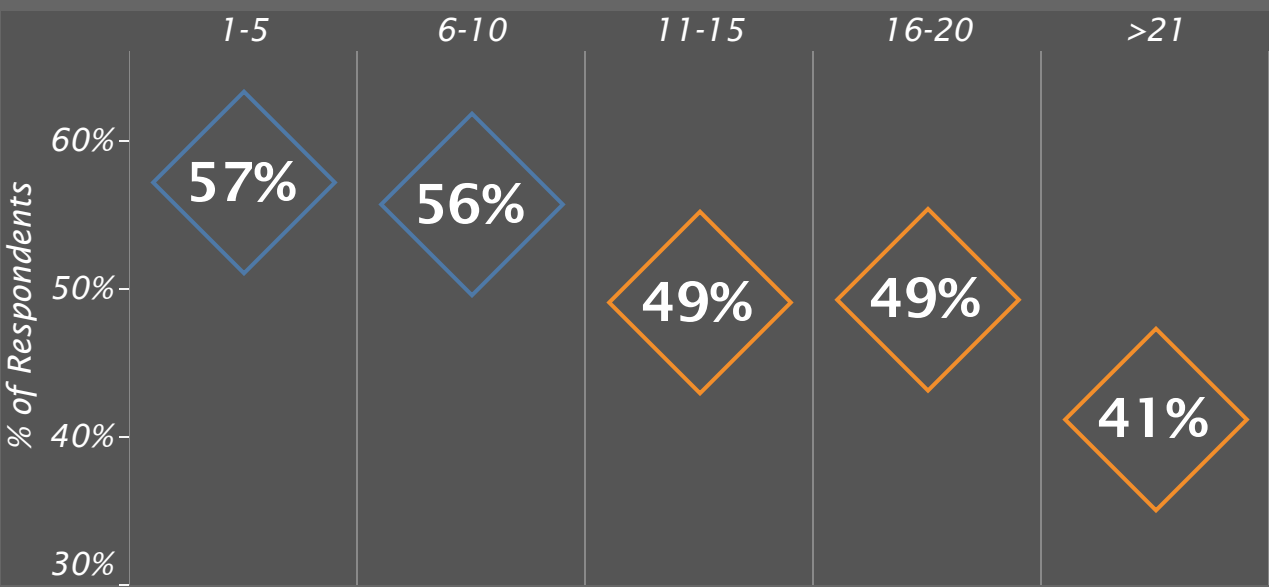
1) One-on-one meetings

2) Professional development conversations

Respondents who have **not** had a professional development conversation with their direct leader

% of Respondents

| 1-5 | 6-10 | 11-15 | 16-20 | >21 |
| 17% | 20% | 29% | 36% | 44% |

40%
20%
0%

↑ Hover over for explaination ↑

Twice a week one-on-ones with direct leader

% of Respondents

| 1-5 | 6-10 | 11-15 | 16-20 | >21 |
| 37% | 28% | 22% | 22% | 15% |

40%~
20%
0%

Respondents who Strongly Agree with the statement "I feel like I'm part of a team"

% of Respondents

| 1-5 | 6-10 | 11-15 | 16-20 | >21 |
| 57% | 56% | 49% | 49% | 41% |

60%~
50%~
40%~
30%
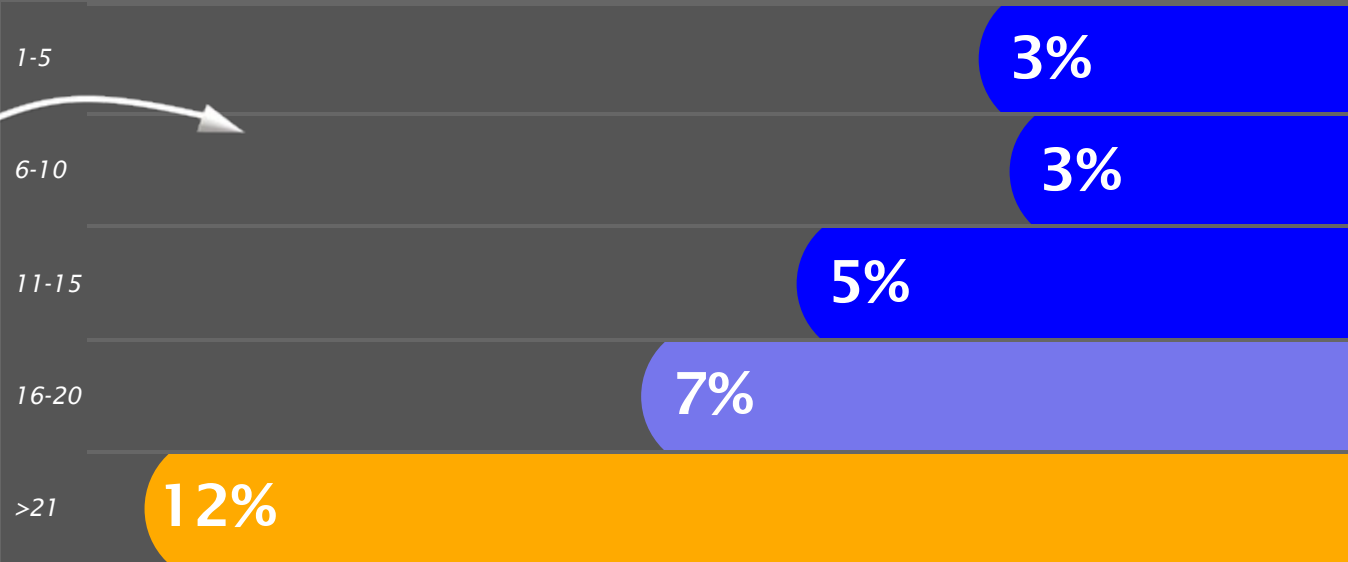
Small Teams *are* Talking
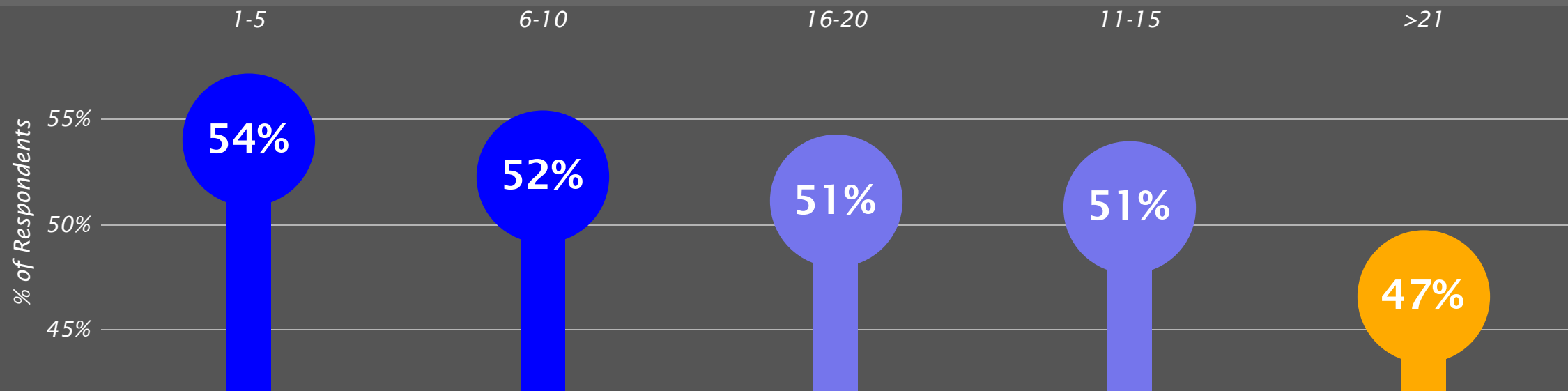
Small Teams *make* Strong Bonds

Respondents from **large teams** *reported a* **400% higher rate** *of perceiving their direct leaders as "not effective" in resolving work-related issues compared to the counterparts in small teams.*

Respondents who say their direct leader has been "not effective" in helping to resolve work-related issues.

1-5	3%
6-10	3%
11-15	5%
16-20	7%
>21	12%

Small Teams *are* Effective

Respondents who Strongly Agree with the statement "I am satisfied with my job"

% of Respondents

| 1-5 | 6-10 | 16-20 | 11-15 | >21 |
| 54% | 52% | 51% | 51% | 47% |

55%
50%
45%

Small teams even show an increased rate in job satisfaction levels. "Decades of research agree that effective team size runs from 2 to 10 individuals" (2). Its time to embrace change, with data driven decisions!

Think Big *with* Small Teams!

Source