

Performance: 68
Psychological
Safety: 72
Tensions: 27

Team disintegrates at Safe-Zone **7/22**

Team becomes a sect at Safe-Zone **25**
(the below-average 25-value indicates little pressure in the team)



Keyframe DISINTEGRATION: here the team's safe zone is so narrow, that everyone is all the time triggered. Everyone is alone in his/her circle.

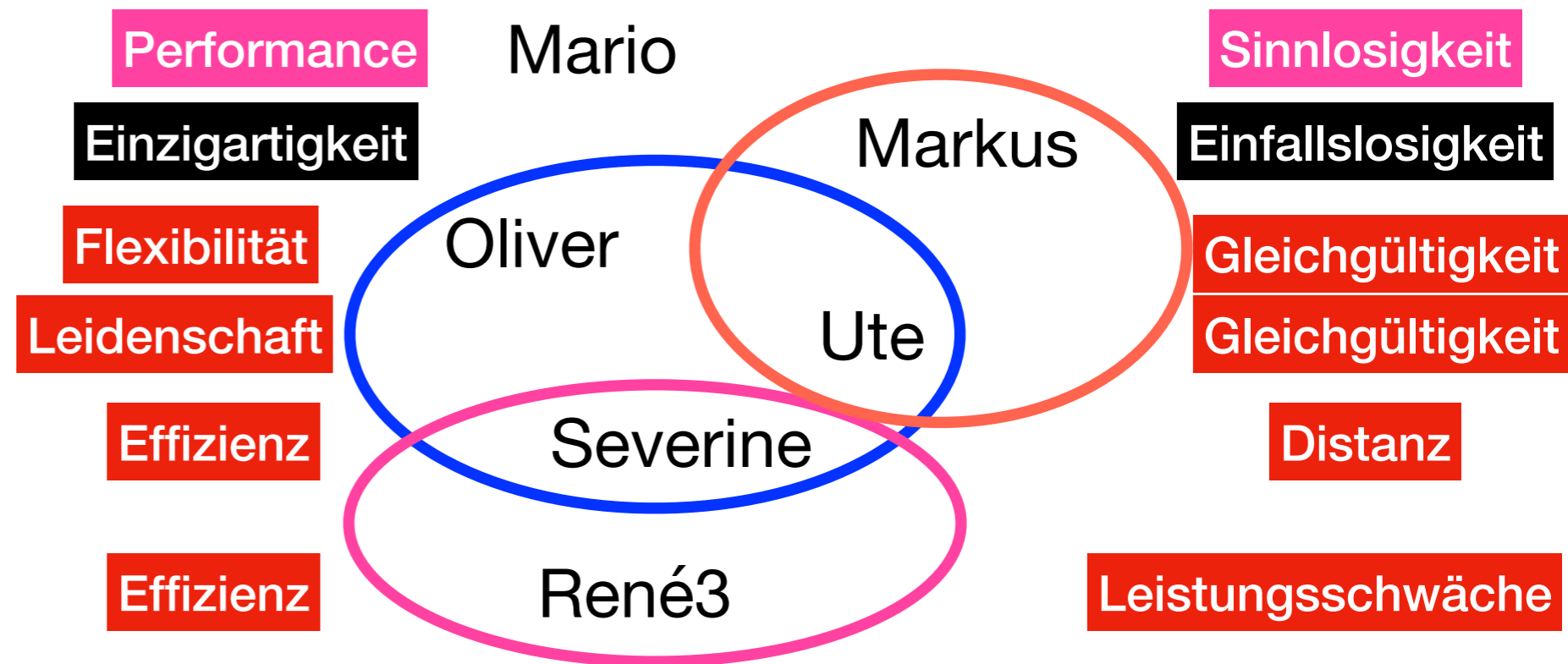
Data from the game: CROSSFRIENDS3

Value: 7
(16 is standard)
Safe-Circle-Count: 0

Performance: 68
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Team disintegrates at Safe-Zone **7/22**

Team becomes a sect at Safe-Zone **25**
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Keyframe neutral safe-zone-width: 16.
A default starting point for
safe-circle-exploration.

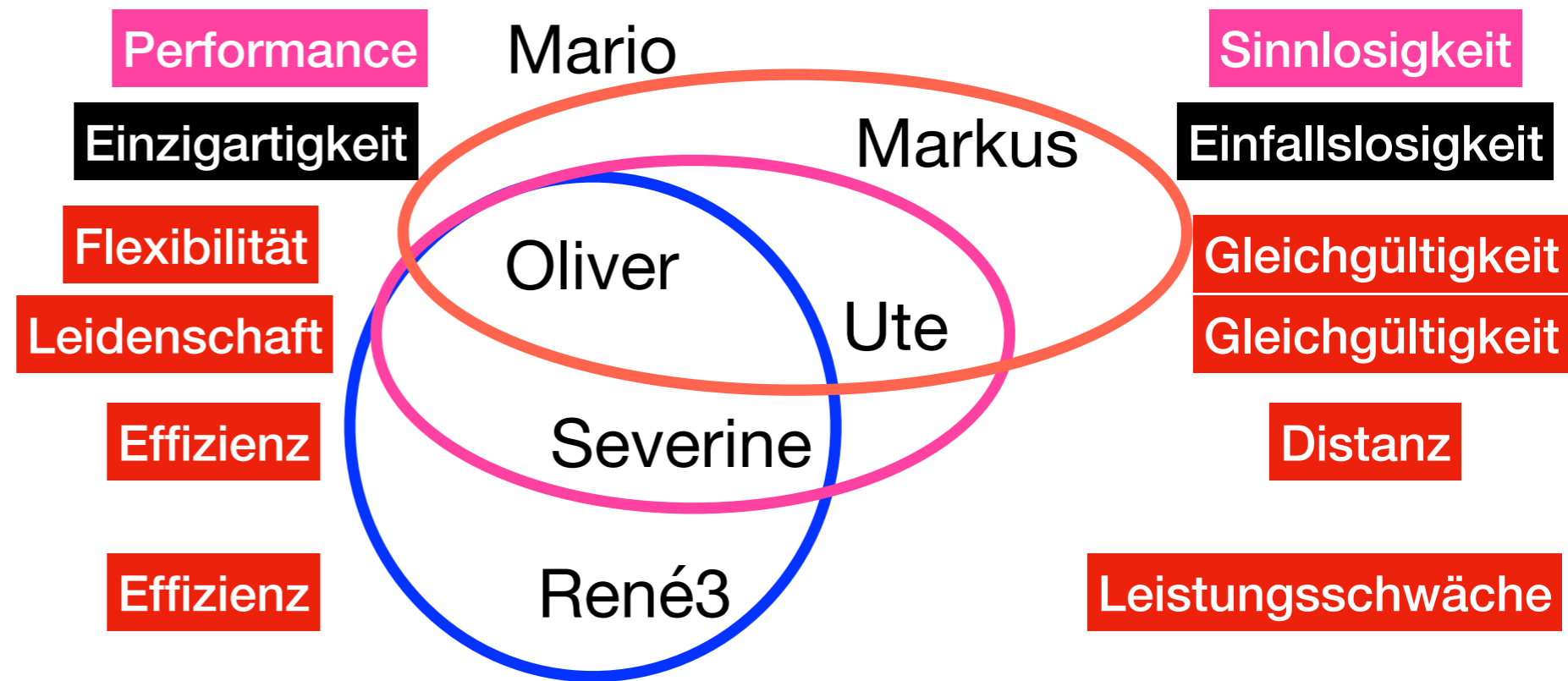
Data from the game: CROSSFRIENDS3

Value: 16
(16 is standard)
Safe-Circle-Count: 7

Performance: 68
Psychological
Safety: 72
Tensions: 27

Team disintegrates at Safe-Zone **7/22**

Team becomes a sect at Safe-Zone **25**
(the below-average 25-value indicates little pressure in the team)



Keyframe-ONE: $(7 + 22) / 2 = 19.5$
-> 20 (rounded up).
Mean value between
DISINTEGRATION (7) and SECT (25).

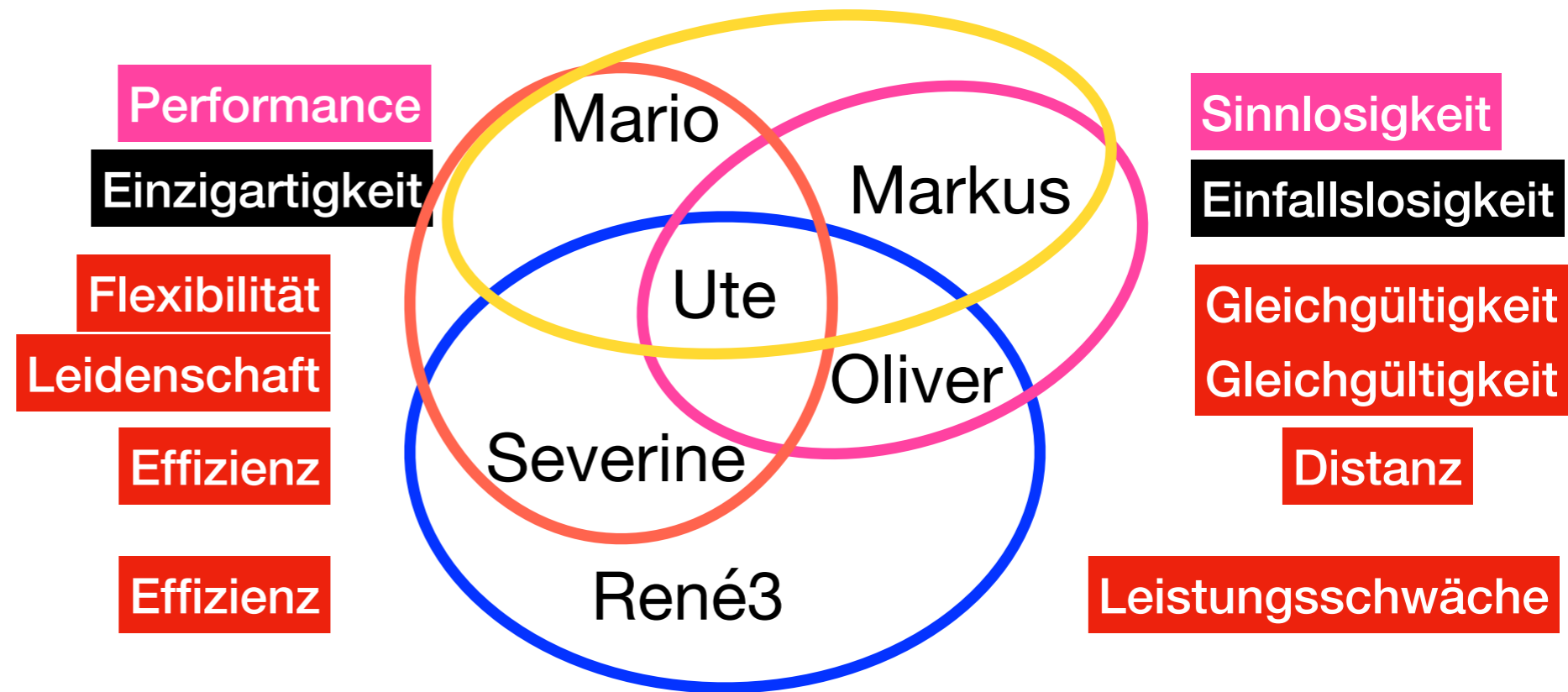
Data from the game: CROSSFRIENDS3

Value: 20
(16 is standard)
Safe-Circle-Count: 9

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Psychological
Safety: 72
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Team disintegrates at Safe-Zone **7/22**

Team becomes a sect at Safe-Zone **25**
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Keyframe-TWO: $(22 + 25) / 2 = 23.5$
-> 23 (rounded down). Mean value between
First-Person-Solo (Mario is in no safe circle
at 22) and SECT (25).

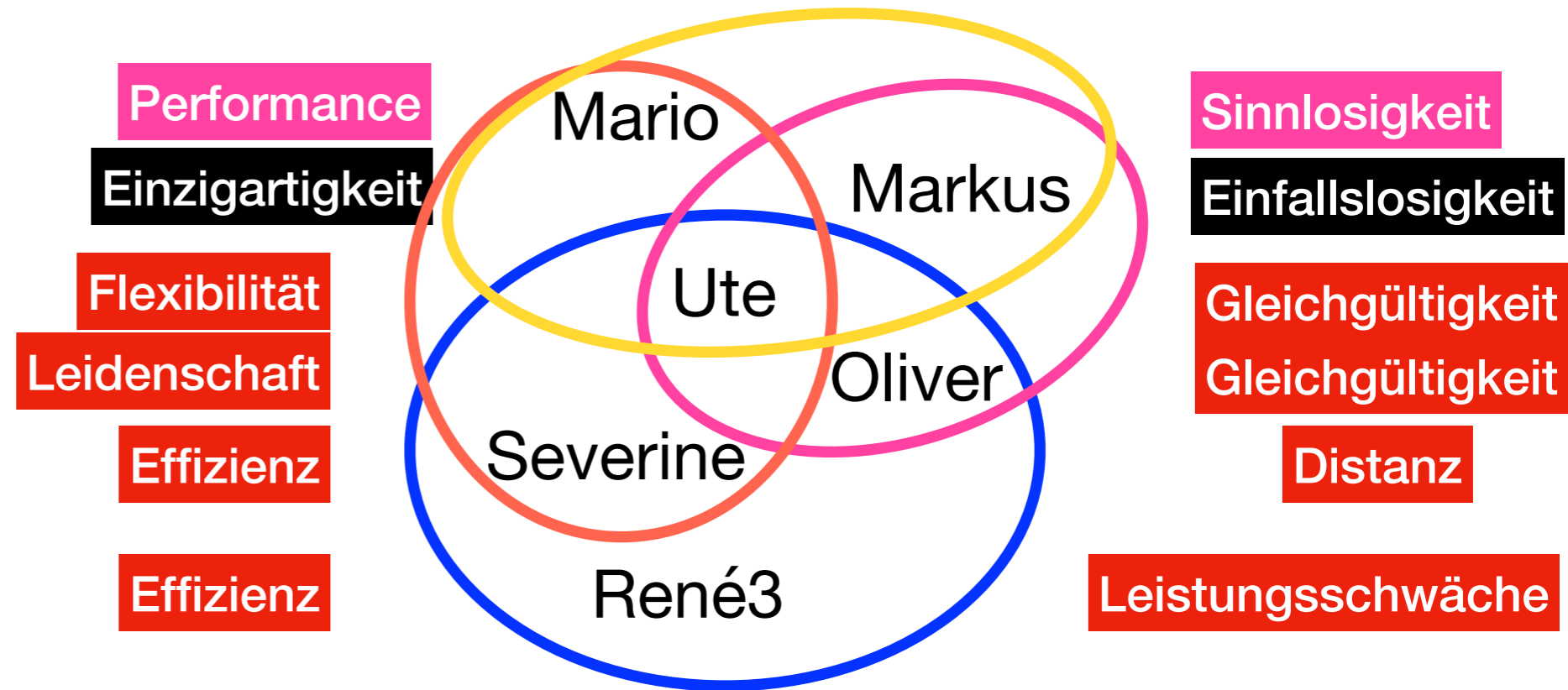
Data from the game: CROSSFRIENDS3

Value: 23
(16 is standard)
Safe-Circle-Count: 13

Performance: 68
Psychological
Safety: 72
Tensions: 27

Team disintegrates at Safe-Zone **7/22**

Team becomes a sect at Safe-Zone **25**
(the below-average 25-value indicates little pressure in the team)



Keyframe-THREE: Safe-zone-value for the highest number in the Safe-Circle-Count (13).

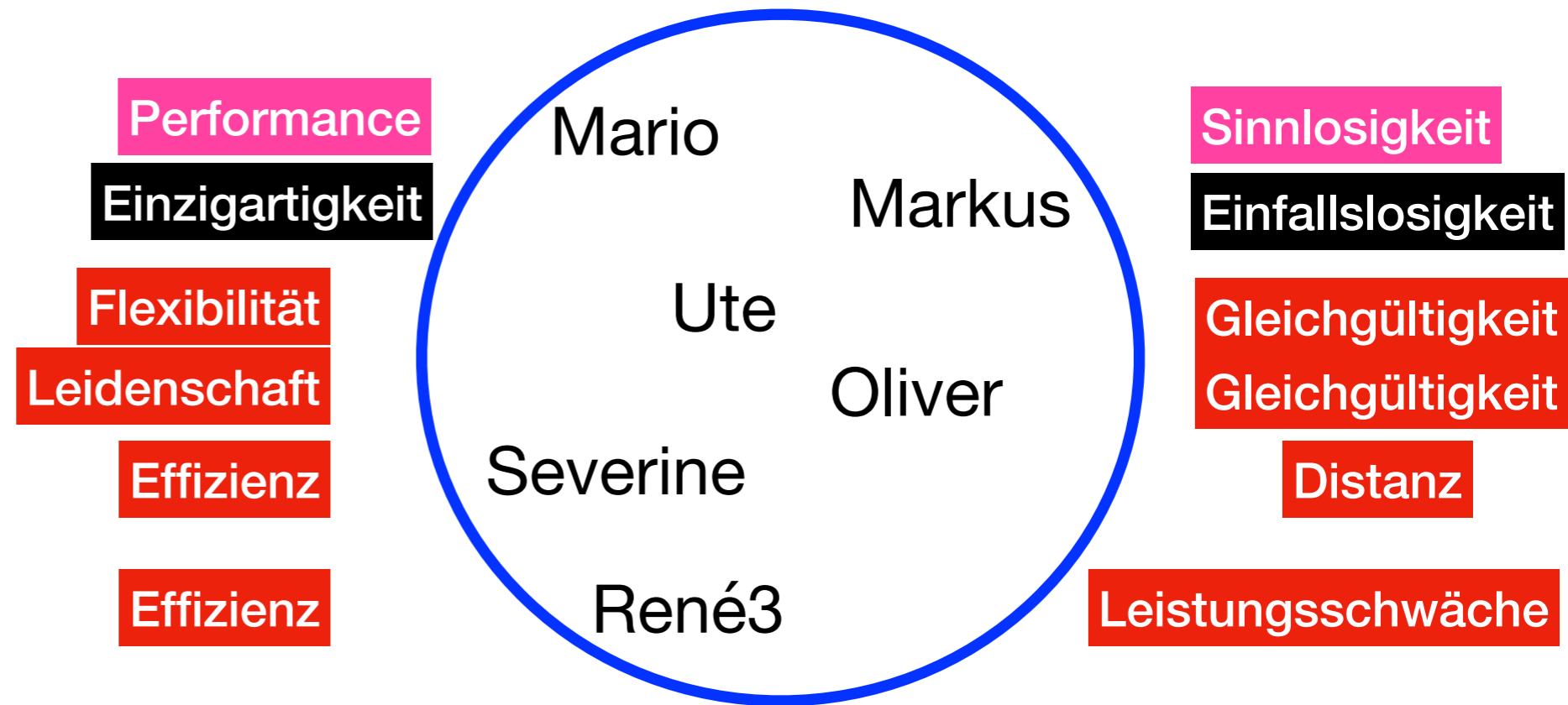
Data from the game: CROSSFRIENDS3

Value: 23
(16 is standard)
Safe-Circle-Count: 13

Performance: 68
Psychological
Safety: 72
Tensions: 27

Team becomes a sect at Safe-Zone 25

(the below-average 25-value indicates little pressure in the team)



SECT: everyone is in one safe-circle – no irritations, nobody ever gets triggered, no material for learning, innovation and development. Not desirable.