1. Our team makes decisions quickly enough to keep momentum.
2. Work often stalls because people wait for approval.
3. Team members speak up when they disagree with a plan.
4. Meetings end with clear owners and next steps.
5. We revisit the same issues because problems are not addressed directly.
6. Feedback is shared early rather than after deadlines.
7. A few people end up doing most of the critical work.
8. Raising risks or bad news is welcomed on this team.
9. Handoffs between people or functions are smooth.
10. We lose time due to micromanagement or excessive rechecking.
11. People avoid taking the lead even when they have the skills.
12. We adapt quickly when priorities change.
13. Conflicts are addressed constructively rather than avoided.
14. There is trust that others will deliver without close oversight.
15. Important information is shared openly and on time.
16. Dependencies are planned before work starts.
17. We spend time fixing work that was done without alignment.
18. Workload and recognition are distributed fairly.
19. The team regularly reflects on what is working and what needs adjustment.
20. New ideas are encouraged, even when they challenge current plans.

**lean Calculation Framework (Aligned with Individual Test)**

1. **Scoring Scale**

* Strongly Agree = 5
* Agree = 4
* Neutral = 3
* Disagree = 2
* Strongly Disagree = 1

1. **Archetype Mapping**

* **Withholder**: Q1, Q3, Q5, Q14
* **Dominator**: Q2, Q10, Q11, Q19
* **Peacemaker**: Q4, Q12, Q13, Q17
* **Fragmenter**: Q6, Q7, Q9, Q15, Q18, Q20
* **Distractor**: Q8, Q16, Q11, Q19

1. **Result Tally**

* Add scores for each archetype.
* The highest scoring archetype = **their dominant communication resistance archetype.**
* No secondary archetypes shown.

1. **Overall Resistance**

* Total of all 20 questions = communication resistance score.
  + 20–40 → Low Resistance
  + 41–70 → Moderate Resistance
  + 71–100 → High Resistance

**Team Communication Results**

**🌟 Understanding Resistance in Teams**

Your answers reveal that resistance is shaping how communication flows within your team. Resistance is not a flaw. It is the emotional friction that makes sharing ideas, raising concerns, and reaching alignment harder than it needs to be. These patterns often emerge collectively, and while they may look harmless on the surface, they quietly create misunderstandings, hesitation, and lost momentum.

**📊 Team Communication Resistance: [Low / Moderate / High]**

**Low Resistance (20–40):** Communication flows openly and consistently. Team members feel safe to share ideas, concerns, and feedback. Differences are expressed respectfully, and information reaches the right people at the right time. While no team communicates perfectly, resistance in this group is minimal and rarely disrupts progress.

**Moderate Resistance (41–70):** The team is capable, but subtle friction shapes communication. Some ideas or concerns remain unspoken, conflicts are smoothed over, or information is unevenly shared. On the surface, collaboration looks smooth, but gaps appear under pressure. These patterns do not block progress entirely, but they slow trust, clarity, and alignment.

**High Resistance (71–100):** Communication breakdowns dominate the group dynamic. Critical information is missed or delayed, conflict is avoided or explosive, and only a few voices are consistently heard. On the surface, the team may appear busy or engaged, but conversations lack honesty and focus. Resistance in communication has become the biggest barrier to collaboration, clarity, and results.

**🧠 Team Archetypes**

***The Withholding Team***

This team struggles to surface the full picture. Ideas, concerns, and questions remain unspoken, leaving conversations incomplete. On the surface, it looks like alignment, but in truth it is silence. Risks stay hidden, creativity is stifled, and decisions feel shaky because the real issues never make it to the table.

***The Dominating Team***

This team is loud but not always inclusive. A few voices steer the conversation while others retreat. Meetings move quickly but leave perspectives unshared. On the surface, it looks decisive. In reality, it narrows input and discourages trust. The more some speak, the more others step back, until collaboration becomes one-directional.

***The Peacekeeping Team***

This team values harmony above all else. Disagreements are softened, conflict is avoided, and feedback is diluted. On the surface, it looks respectful. In truth, it keeps problems unresolved. The absence of tension feels comfortable, but it hides real differences. Over time, frustration builds beneath the surface, and decisions lack the strength of honest debate.

***The Fragmented Team***

This team struggles with consistency. Information is scattered, shared late, or held in silos. On the surface, it looks efficient — everyone focuses on their own piece. In reality, alignment breaks down. Work is duplicated, priorities clash, and progress stalls. The group spends more energy repairing miscommunication than moving forward together.

***The Distracted Team***

This team loses focus easily. Side chatter, humor, or tangents dilute attention and drain momentum. On the surface, it feels lighthearted and engaging. In reality, it prevents clarity and weakens decisions. Conversations end without firm conclusions, and energy dissipates before action is taken.