



TEAM SIGNALS 360 REPORT

Team Signals uses the High Energy Teams Model to assess a team's development priorities. Individual results are aggregated to display a 360-degree view of the team's responses to eight strategic development questions. Teams that have answers to each of these questions are more likely to become high-performing teams.

This report provides a clear and actionable overview of team satisfaction using a traffic light system. The Team Signals report acts as a baseline for development, a pulse check and a tool for ongoing improvement.

- **Green (above 75%)** represents areas of strength. These are the practices that a team excels at and should be leveraged further to sustain positive momentum. Reflect on what makes these areas strong and how to build on this foundation. Consider questions like: *What are we doing to maintain this strength? How can we leverage this success in other areas?*
- **Orange (between 50% - 75%) or Pink (below 50%)** highlights potential opportunities for improvement. Focus on one or two key priorities to address first. Start with the foundational questions, 'Who are we?' and 'Where are we now?'. Ensure these are resolved before progressing to questions about direction, expectations or recognition. Addressing the questions in this sequence ensures that the development journey follows a logical and effective order. Explore questions like: *Why is this an area of concern? What can we do to tackle this challenge effectively? What steps will have the greatest impact?*

The third page of this report shows the range of responses to each question. The highest and lowest scores are indicated by the width of the band:

- **Narrow bands** indicate a consistency of the team's responses.
- **Wider bands** suggest outliers or differing perspectives, which can be investigated to understand their impact on team dynamics.





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TEAM: Team OS



Pink (Immediate Attention Required): Any sector with a score below 50% indicates room for improvement.

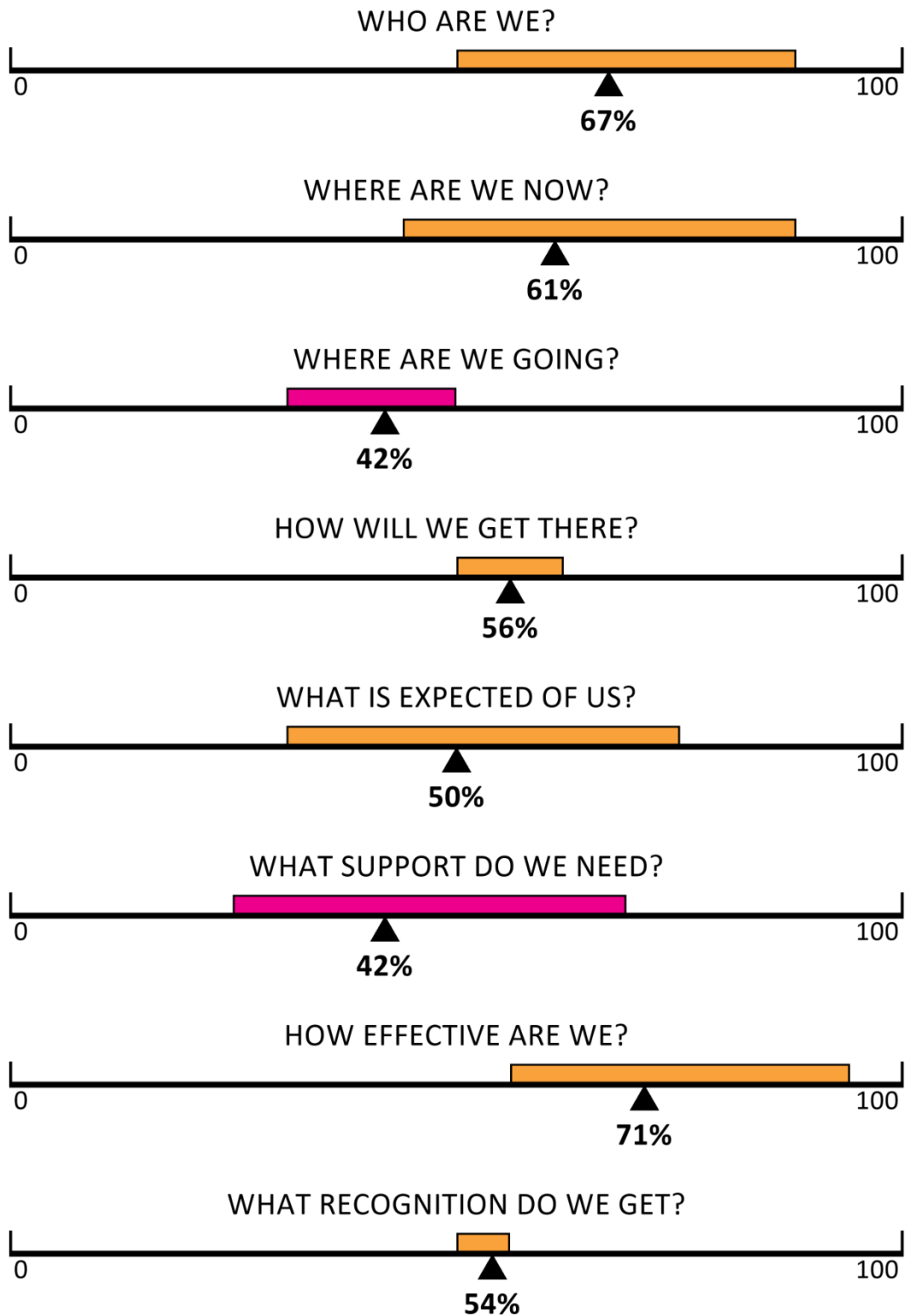


Orange (Moderate Development Achieved): Sectors scoring between 50-75% suggest that most team members' development goals are being met to some extent.



Green (Development Goals Met): Sectors with scores above 75% demonstrate that the team is effectively meeting its development goals.





- Range (min to max)
- ▲ Average score
- Below 50%
- 50-75%
- Over 75%





QUESTIONNAIRE ITEMS FOR EACH DEVELOPMENT QUESTION

'Who are we?'

- We know what work each team member prefers to do
- We understand the different personal values held by team members
- We know how each team member approaches risk
- We value diversity

'Where are we now?'

- We can see the opportunities that lie ahead of us
- Team strengths and weaknesses are clear to all
- The team is well balanced to cope with all aspects of teamwork
- We are performing at a high level

'Where are we going?'

- We understand our Team Purpose and why we exist as a team
- Our Team Purpose is aligned with the organisational vision
- We know what the organisational vision is
- We know specifically what team outputs and outcomes are necessary to meet organisational expectations

'How will we get there?'

- We have action plans that we follow carefully
- We have clear individual and team objectives
- We monitor potential obstacles and are prepared for them
- We focus on the critical tasks that ensure success and don't get sidetracked

'What is expected of us?'

- There are clear lines of accountability and authority
- There are clear ground rules defining acceptable workplace behaviour that we all follow
- We have unambiguous job descriptions and know each person's role in the team
- We all take responsibility for our actions

'What support do we need?'

- Learning from mistakes is encouraged
- Individual skills gaps are identified and training and development provided
- We know what support we need for the team to function at a high level
- Personal learning is encouraged

'How effective are we?'

- We regularly question our way of working
- We have key benchmarks against which to measure performance
- We conduct regular team performance audits
- Interaction processes among team members are regularly discussed and reviewed

'What recognition do we get?'

- We celebrate our successes
- Individual team members are adequately rewarded
- Positive feedback is openly given
- The whole team is rewarded and not just individuals





INDIVIDUAL RESPONSES

	Who are we?	Where are we now?	Where are we going?	How will we get there?	What is expected of us?	What support do we need?	How effective are we?	What recognition do we get?
Averages	67%	61%	42%	56%	50%	42%	71%	54%
S Sub1	88%	44%	31%	56%	75%	69%	56%	50%
S Sub2	50%	88%	50%	62%	31%	31%	94%	56%
S Sub3	62%	50%	44%	50%	44%	25%	62%	56%

