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## 20/20 Insight Special Report

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### Sample Team Report

May 12, 2008

## Table of Contents

Category Summary .....	3
Item Ratings - Relationships/Comments .....	4
Highest-Rated Items .....	8
Lowest-Rated Items .....	9
Summary Questions .....	10

# TEAMS 4L Survey

## Category Summary

### Commitment - Form



### Relationship - Storm



### Productivity - Norm



### Achievement - Perform



### Survey Key:

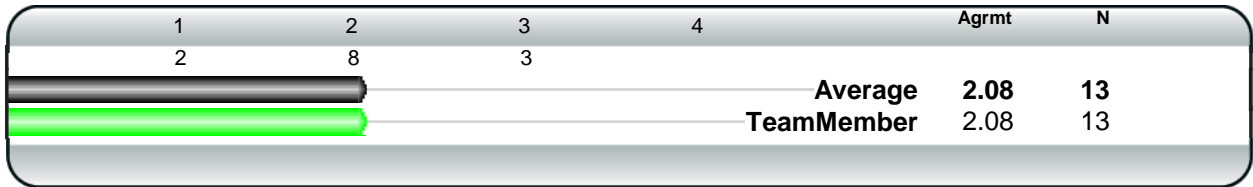
- 1 = Rarely
- 2 = Sometimes
- 3 = Most of the time
- 4 = Always

# TEAMS 4L Survey

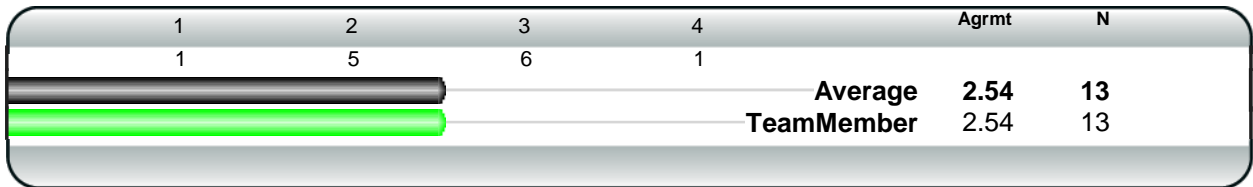
## Item Ratings - Relationships/Comments

### Commitment - Form

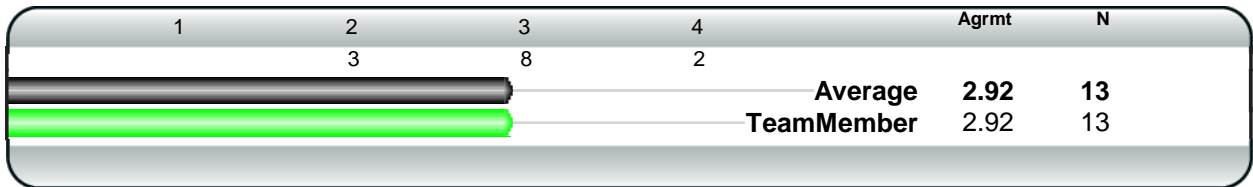
1. Team members avoid drawing territorial lines focused on individual areas of responsibility.



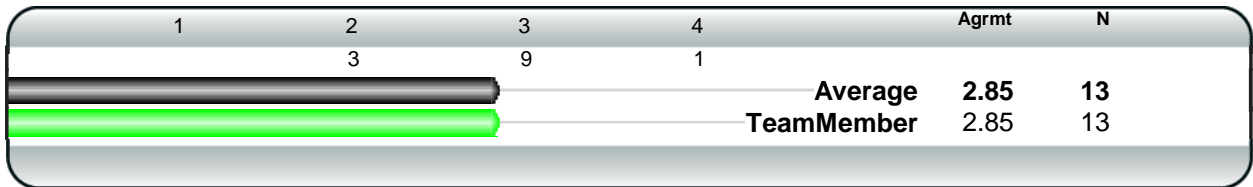
2. Team members create a safe environment for each other to share concerns and issues.



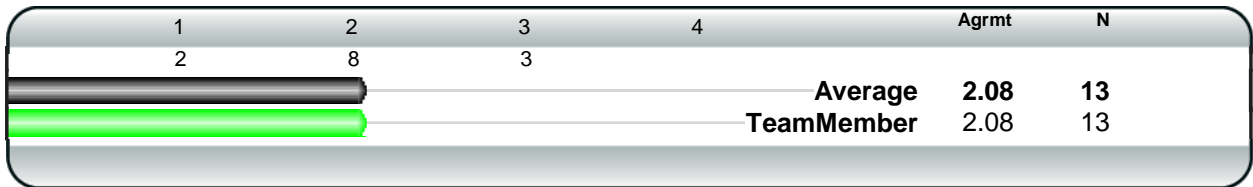
3. Team members willingly contribute time and resources to team initiatives.



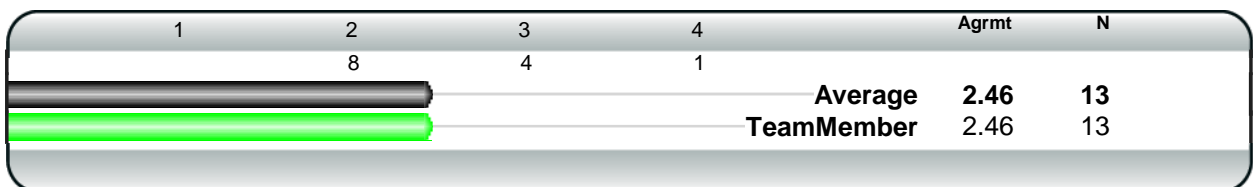
4. Team members secure the resources needed to accomplish their goals.



5. Team members willingly give up control and play supportive roles when needed.



6. The team leader demonstrates a personal commitment to the success of each team member.

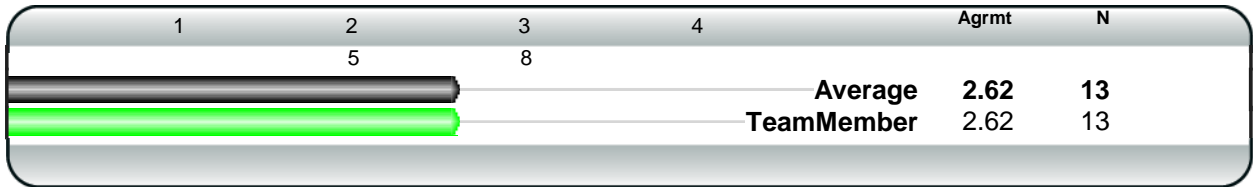


# TEAMS 4L Survey

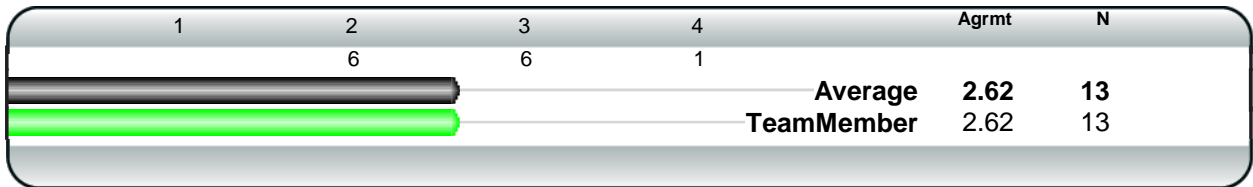
## Item Ratings - Relationships/Comments

### Relationship - Storm

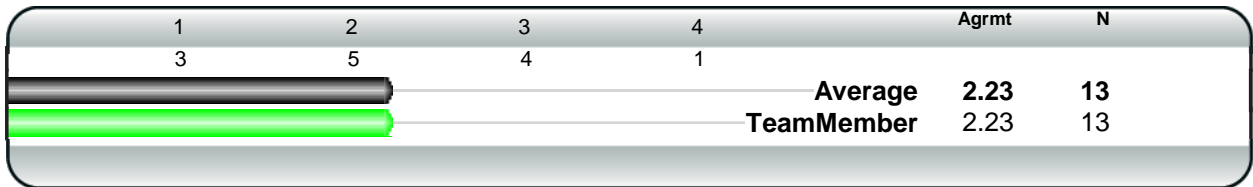
7. Team members build personal relationships and a sense of team belonging.



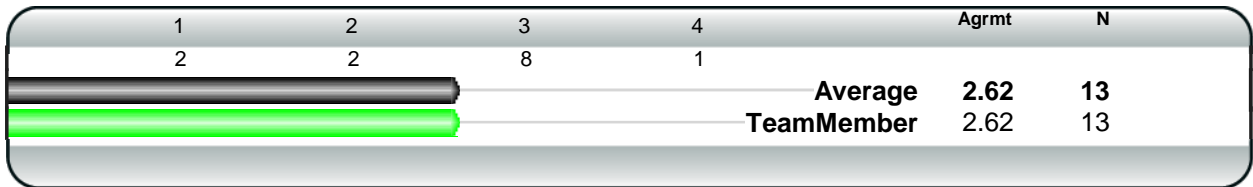
8. Team members avoid blaming others for failures or problems.



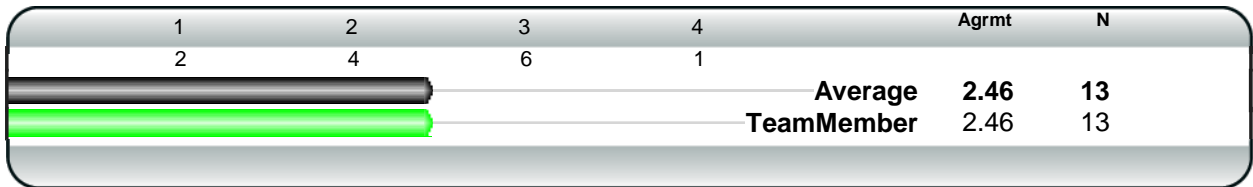
9. Team members resolve conflict openly and honestly.



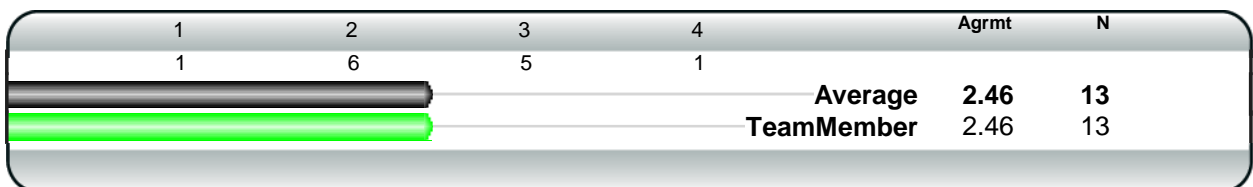
10. Team members respect the confidentiality of information shared.



11. Team members recognize and celebrate each other's accomplishments.



12. The team leader builds trust and rapport within the team.

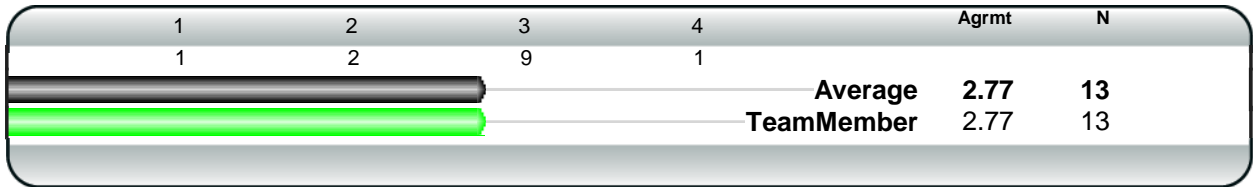


# TEAMS 4L Survey

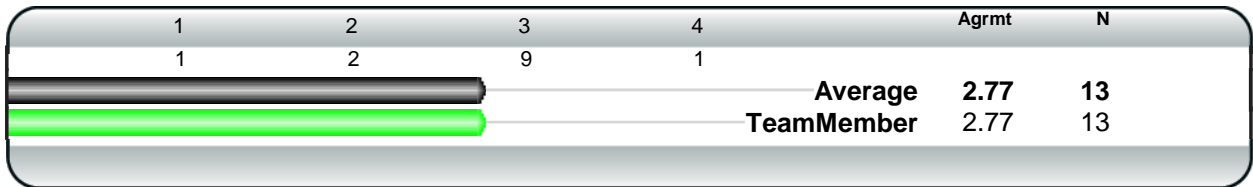
## Item Ratings - Relationships/Comments

### Productivity - Norm

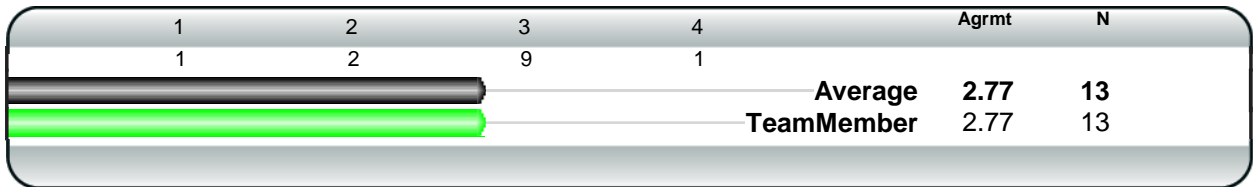
13. Team members benchmark best practices and duplicate quality programs.



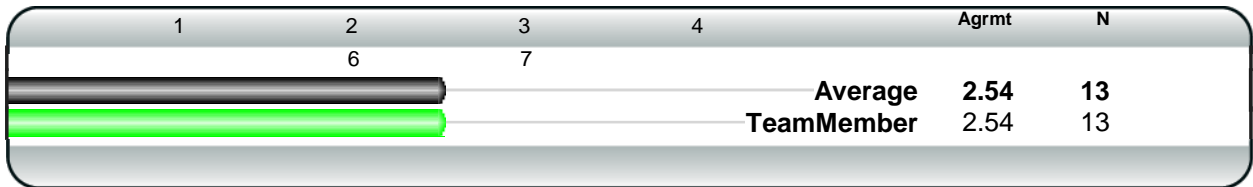
14. Team members are confident in their own abilities as well as the team's.



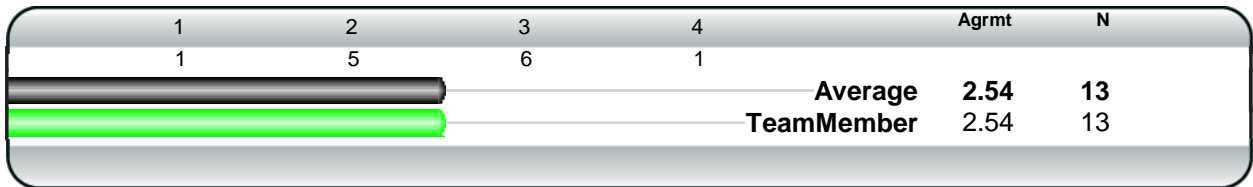
15. Team members are reliable and dependable.



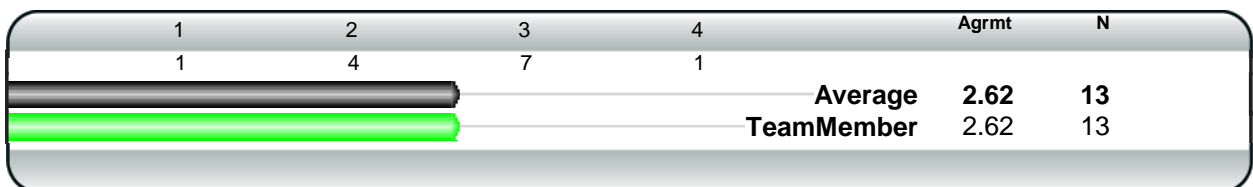
16. Team meetings and projects are run efficiently.



17. Team members are committed to personal growth and on-going team development.



18. The team leader is efficient.

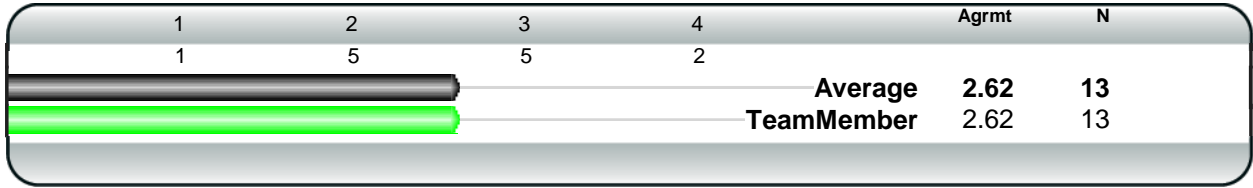


# TEAMS 4L Survey

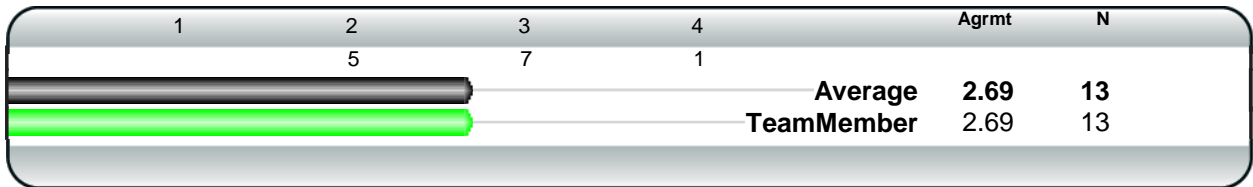
## Item Ratings - Relationships/Comments

### Achievement - Perform

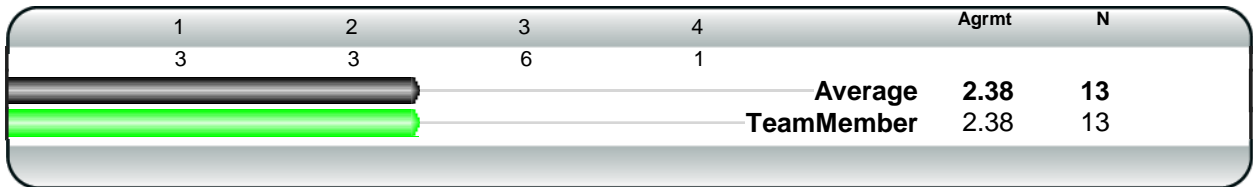
19. Team members fully participate in team initiatives.



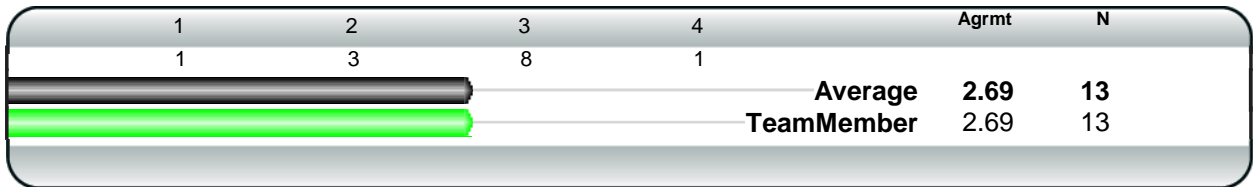
20. Team members are mission-focused, clear on their personal role in team success.



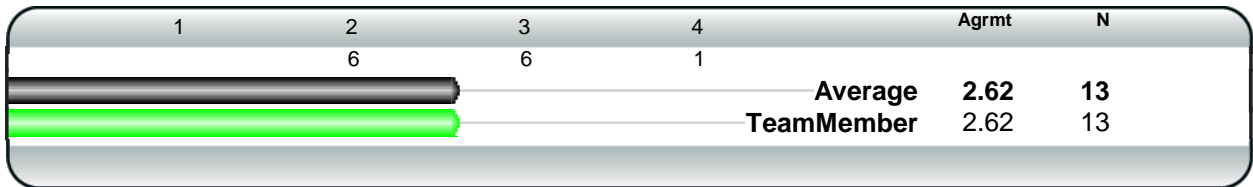
21. Team members embrace diversity, valuing the opinions and ideas of others.



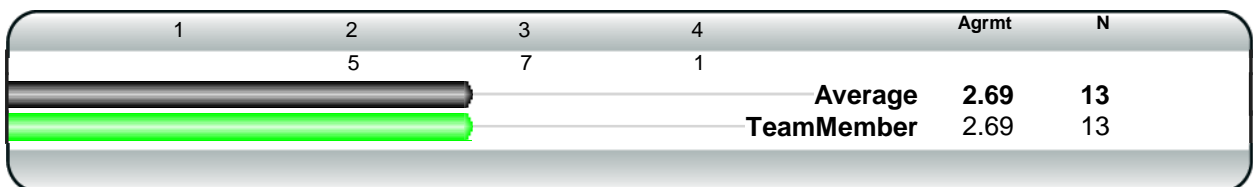
22. Team energy is directed toward innovative thinking and solutions.



23. Team members effectively plan and manage change.



24. The team leader demonstrates accountability for results.



# TEAMS 4L Survey

## Highest-Rated Items

### 3. Team members willingly contribute time and resources to team initiatives.

(Commitment - Form)



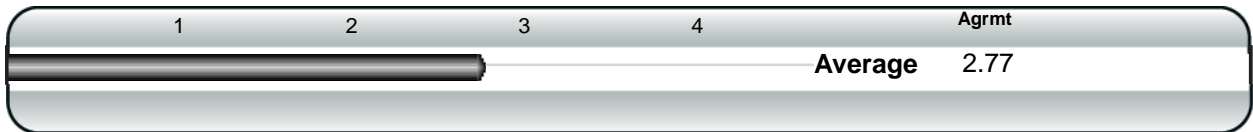
### 4. Team members secure the resources needed to accomplish their goals.

(Commitment - Form)



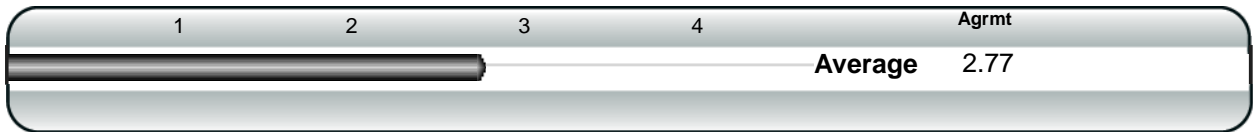
### 13. Team members benchmark best practices and duplicate quality programs.

(Productivity - Norm)



### 14. Team members are confident in their own abilities as well as the team's.

(Productivity - Norm)



### 15. Team members are reliable and dependable.

(Productivity - Norm)



# TEAMS 4L Survey

## Lowest-Rated Items

**1. Team members avoid drawing territorial lines focused on individual areas of responsibility.**

*(Commitment - Form)*



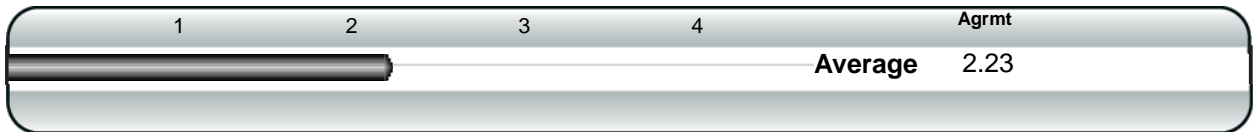
**5. Team members willingly give up control and play supportive roles when needed.**

*(Commitment - Form)*



**9. Team members resolve conflict openly and honestly.**

*(Relationship - Storm)*



**21. Team members embrace diversity, valuing the opinions and ideas of others.**

*(Achievement - Perform)*



**6. The team leader demonstrates a personal commitment to the success of each team member.**

*(Commitment - Form)*



### 25. What is this team's #1 development opportunity?

- *Better Communication*
- *Better understanding of team members personalities, abilities, aspirations, strengths and weaknesses.*
- *Learning to be more open to all team members ideas*  
*Be supportive of the entire team and the project missions when you are not in charge of steering the boat*
- *Making sure that the proper skills are applied to each problem encountered.*
- *Organization of ideas and presentation of a clear path forward.*
- *To help in the future create or put a product into the market in which each members contribution or skills have been utilized.*
- *To recognize that they will all be rewarded if the team succeeds.*
- *Trust within the team*  
*Conflict solving skills*
- *Working together not as fragments of teams but as a whole team. Some individuals are only interested in interacting with individuals they already have friendly relationships with*

### 26. What are this team's greatest strengths?

- *Ability to come together and solve problems in critical moments or situations.*  
*Ability to offer insights/inputs or feedback concerning tasks perform by other members.*  
*Ability for team members to communicate effectively with other when it comes to the success of a project.*
- *Ability to effectively work together across different disciplines, attention to details, and a good scientific sense.*
- *Each individual has a sense of belonging - each member takes responsibility for his/her part of the team - whether success or failure.*
- *Openly communicate and technically adept!*  
*Friendly and ambitious*
- *Technical expertise and competency*  
*Interdisciplinary contribution*  
*Communication*  
*Willingness to succeed*  
*Good Relationship*
- *Their technical contribution*
- *They have a huge amount of creative energy and ambition.*
- *We have a diverse skill set that has been applied very effectively to achieving a critical milestone.*
- *Wide Range of Expertise in This Field.*