

Team Health Checks

A Team Health Check is a quantitative and qualitative assessment of team performance. The benefits of undertaking a Team Health Check are:

- ✓ It provides an independent assessment of team performance or effectiveness*
- ✓ The team is assessed against criteria that are derived from general attributes that make a team perform well, but are also tailored to suit the particular requirements of the team.*
- ✓ The quantitative data provides a very powerful form of feedback that motivates the team to engage in significant changes of behaviour.*
- ✓ The qualitative data ensures that all relevant issues are addressed, not just those covered by the generic questionnaire headings.*
- ✓ The Team Health Check operates under rules of 'confidentiality' and 'safety', which mean that the report has only a positive effect on team functioning, and no one has anything to fear from the process.*

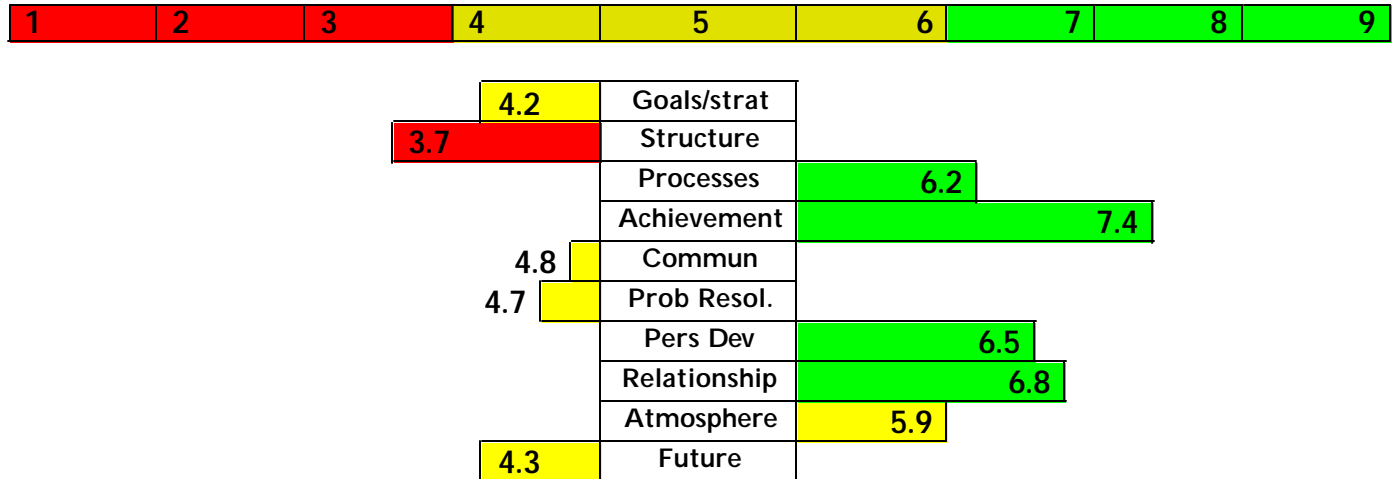
The process of undertaking a Team Health Check is:

- ✓ Interviews are undertaken with individuals or groups to collect quantitative and qualitative data.*
- ✓ These interviews operate under the rules of confidentiality and safety, so that no individual need worry about the output of the report, and to ensure that the report has a positive impact on team development*
 - Confidentiality means that no one is quoted in the Team Health Check report, nor are comments made that can be clearly attributed or applied to an individual
 - Safety means that the Team Health Check report makes no comment about or reference to individuals, whether explicit or implicit.
- ✓ The Team Health Check report is produced, and feedback provided to the whole team*
- ✓ The Team Health Check can be used to plan further team development, ensuring any time spent by the team away from the workplace is efficiently focused on the most important and relevant issues.*
- ✓ The exercise can be repeated after a period of time - eg: a year - to assess how much teamworking has improved.*

The Team Health Check report contains:

(1) A graphical summary of the quantitative analysis.

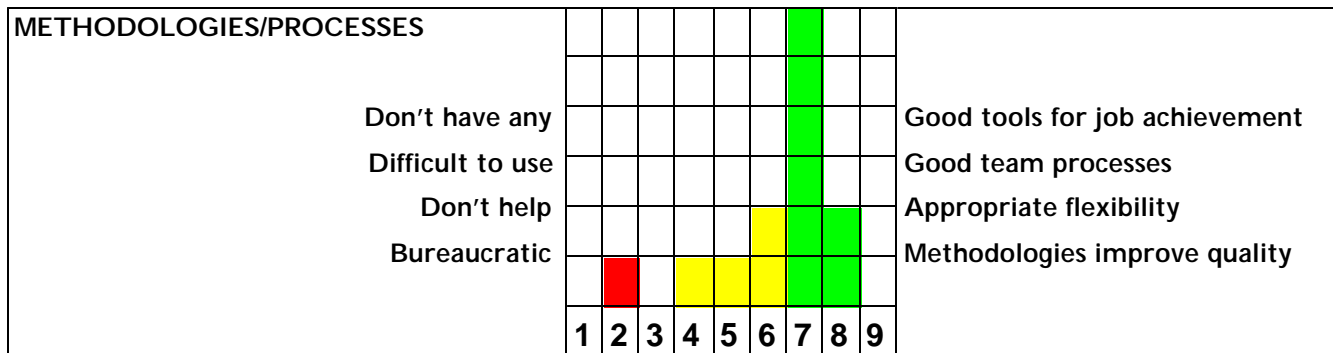
Here is an example, showing that the team’s structure was a major concern:



(2) A summary of the quantitative analysis

(3) For each category, a graphical analysis of the quantitative data

Here is an example, showing a consensus of opinion::



(4) For each category, a detailed analysis - containing team themes only not individual issues

(5) Additional analyses (overall spread of scores, comparisons with other teams)

(6) Optionally, recommendations for further development of the team.

A Team Health Check increases the effectiveness of any team building investment, enabling any offsite workshops or activities to be designed to focus on the most important issues for the team. For more information, contact us on 0151 625 0525, or enquiries@teamtechnology.co.uk