# DYNAMIX

## TEAM PERFORMANCE

**56 BEHAVIORS** OF HIGH PERFORMING TEAMS

DTPP DEMO

May 22nd, 2024

**PEAK PERFORMANCE²**

*Helping Teams To Exceed Expectations*

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## BEHAVIORS OF TEAM PERFORMANCE PROFILE

**The Four Key Behavior Categories Courage, Discipline, Commitment and Growth**

Through comprehensive analysis and in-depth research into the traits of high-performing teams, we have identified 56 core behaviors that are critical for their success. Developed to evaluate these crucial traits, this assessment organizes them into four key behavior categories – Courage, Discipline, Commitment and Growth – these behaviors represent the essential elements that distinguish exceptional teams. This assessment is designed to validate your team's existing strengths and identify opportunities for development.

### From Self-Awareness to Team Awareness

With the DYNAMIX Personal Profile, you've explored your individual strengths, ways of communicating – how you engage when you're being proactive (proactive mode) and how you respond instinctively or under pressure (reacting mode). The assessment also measured your preferred methods of processing information, ranging from practical, present-moment Sensing to forward-looking, possibility-focused Intuition, which both play crucial roles in how you perceive situations and make decisions. Additionally, it pointed out your personal Key Behaviors of Success —those specific communication preferences you leverage as behaviors to navigate and excel within your current role and environment.

Now, with the DYNAMIX Behaviors of Team Performance Profile, we shift the focus from individual to team introspection. It uses the same Key Behaviors as a lens through which team members assess not just themselves, but how these crucial behaviors are reflected in the team's overall performance.

### Why Should You Care?

- **Better Understanding:** Bridge the gap between individual attributes and team dynamics, recognizing how each person's Key Behaviors of Success contribute to your team's effectiveness.
- **Growing Together:** Identify what team behaviors can be optimized, fostering an environment where every members' potential is realized for team success.
- **Strategic Alignment:** Align personal development with team objectives, ensuring that individual growth supports and enhances team performance.
- **Step Up Performance:** By understanding your collective strengths and areas for improvement, you can target your efforts for maximum impact.

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## Assessing Your Team's Dynamics Confidentially

This profile presents thought-provoking statements that measure your expression of discipline, your embrace of growth, your display of courage, and your depth of commitment as a team. By providing anonymous feedback, we create an environment of transparency where you can honestly assess your performance and pinpoint where you're thriving and where you can grow stronger. This evaluation is your chance to lay everything on the table—in a safe, anonymous way—where each voice is heard, and no one is singled out. It's about building a candid view of who you are as a team and where you are heading, together.

## Action Planning with Expert Guidance

Your facilitator will collaborate with your team to review your team performance profile. Together, you'll identify your team's strengths and potential areas for improvement by reviewing each behavior score. The facilitator will assist you in understanding why certain team behaviors were rated higher or lower. This process will highlight the key areas critical to your team and guide the development of strategic action plans. These plans are designed to enhance your team's overall effectiveness, tapping into identified strengths and addressing areas needing improvement.

## Tackling Challenges Together

Addressing your team's challenges together is an integral part of this process. It's important to approach these discoveries with an open heart, knowing you share a commitment to growth and improvement. It's trough tackling these challenges that your discipline, courage, growth, and commitment will shine brightly, uniting you in purpose and action.

## Moving Forward as a Team

Bringing together your individual strengths through the lens of discipline, growth, courage, and commitment behaviors, you are embarking on a transformative journey. With every team member's contribution and the strategic guidance of your facilitator, you're ready to unlock a higher level of team performance.

Are you prepared to explore and elevate these Key Behaviors of Team Performance? Let's work together to turn your potential into reality.

# BEHAVIOR OF TEAM PERFORMANCE SCORES:

Results from the team profile. Individuals evaluating the team as a whole.

**COURAGE BEHAVIORS:**

**62%**

**DISCIPLINE BEHAVIORS:**

**44%**

**COMMITMENT BEHAVIORS:**

**81%**

**GROWTH BEHAVIORS:**

**54%**

**Members of the team that completed the team profile & that have a color preference over 50% in their DYNAMIX profile:**

Member 1 🔵🔴🟢

Member 2 🟢🟡🔴🔵

Member 3 🟢🟡🔵

Member 4 🟡🟢🔴

Member 5 🟢🔵🟡

Member 6 🔵🟢🟡

Member 7 🔴🔵

Member 8 🔵🔴

Member 9 🟢🔴🟡🔵

All teams are characterized by a range of Key Behaviors of Team Performance. The evaluator asks team members to assess the team has a whole on 56 key behaviors critical for team performance. Using a comparative system and forced choice selection analysis, it is possible to determine how each team member perceives various team behaviors. When the perceptions of all team members are combined, the profile provides a snapshot of the principal behavioral characteristics of the team. This may, or may not, align with the composite preferences or KBS of the team, which can be produced by combining the results of each individual DYNAMIX® personal profile.

**COURAGE BEHAVIORS:** These behaviors reflect the team's capacity to confront and overcome challenges, take risks, step beyond their comfort zone, and take responsibility for their actions. They highlight the team's ambition and determination to go above and beyond expectations, as well as their readiness to make tough decisions when needed.

**DISCIPLINE BEHAVIORS:** These behaviors depict a team that prioritizes careful planning, regular evaluation, and timely completion of tasks. They are characterized by a methodical, detail-focused, and systematic approach to problem-solving. The team prioritizes quality, stays informed with relevant knowledge, and displays consistency in their roles. Furthermore, these behaviors include adaptability in priority management and composure under stressful situations.

**COMMITMENT BEHAVIORS:** These behaviors illustrate the team's dedication to mutual support, active participation, and the creation of a positive, respectful, and harmonious environment. The team members show accountability for their actions, flexibility in adapting to changes, and a shared commitment to the team's objectives. They promote open communication, inclusive decision-making, and take proactive steps to maintain team unity and alignment with core values.
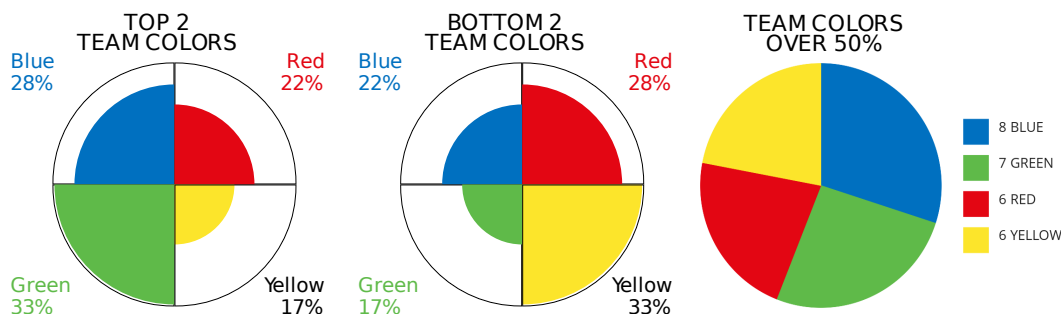
**GROWTH BEHAVIORS:** These behaviors are indicative of the team's commitment to learning, embracing new experiences, and enhancing their skills and knowledge. Foundational to these behaviors are a positive mindset and optimism, which assist the team in viewing challenges as opportunities and maintaining motivation during setbacks. These behaviors also reflect the team's adaptability and willingness to change in response to evolving circumstances.
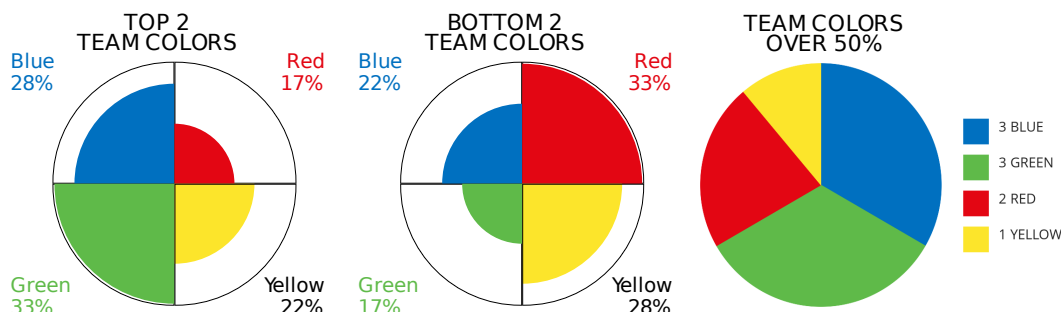
## INDIVIDUAL TEAM MEMBERS AGGREGATED SCORES

Results from individual team members' DYNAMIX Profiles. Individuals evaluating themselves.

### IN PROACTIVE MODE:

**TOP 2 TEAM COLORS**
Blue 28%
Red 22%
Green 33%
Yellow 17%

**BOTTOM 2 TEAM COLORS**
Blue 22%
Red 28%
Green 17%
Yellow 33%

**TEAM COLORS OVER 50%**
- 8 BLUE
- 7 GREEN
- 6 RED
- 6 YELLOW

### IN REACTING MODE:

**TOP 2 TEAM COLORS**
Blue 28%
Red 17%
Green 33%
Yellow 22%

**BOTTOM 2 TEAM COLORS**
Blue 22%
Red 33%
Green 17%
Yellow 28%

**TEAM COLORS OVER 50%**
- 3 BLUE
- 3 GREEN
- 2 RED
- 1 YELLOW

## FROM PREFERENCES TO KEY BEHAVIORS OF SUCCESS

**Reacting Mode**
- 51%
- 48%
- 35%
- 28%

**From Preference to Key Behaviors**
← What you are dialing back   What you are dialing up →
- +2%
- +18%
- +28%
- +36%

**Key Behaviors of Success**
- 66%
- 64%
- 63%
- 53%

## TEAM MEMBERS INDIVIDUAL AVERAGE SCORES

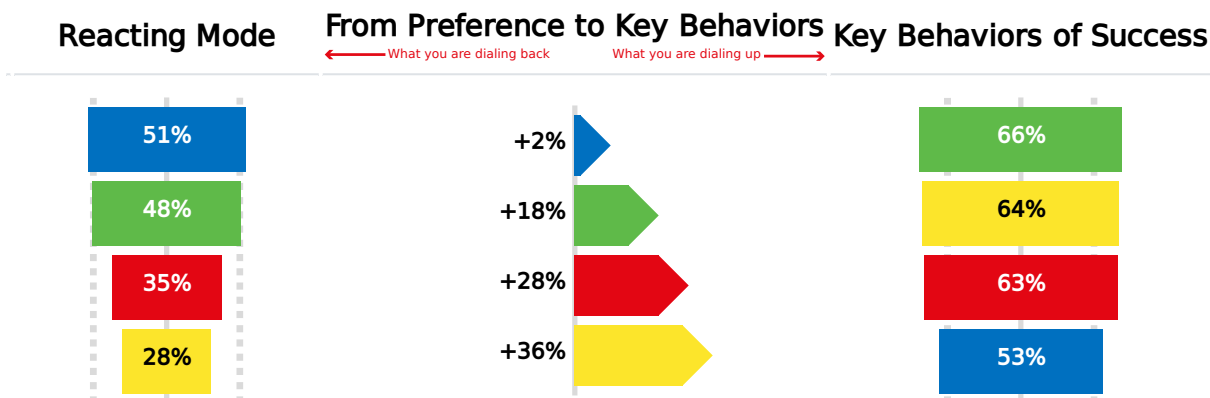Results from individual team members' DYNAMIX Profiles. Individuals evaluating themselves.
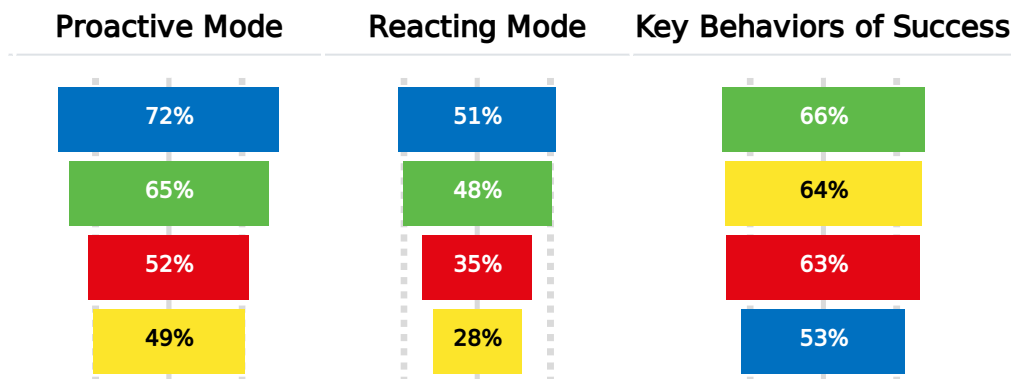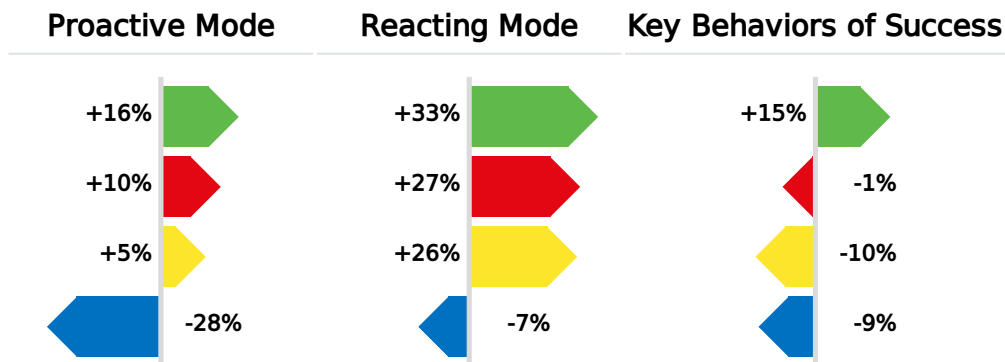
| Proactive Mode | Reacting Mode | Key Behaviors of Success |
|:---:|:---:|:---:|
| 72% | 51% | 66% |
| 65% | 48% | 64% |
| 52% | 35% | 63% |
| 49% | 28% | 53% |

FROM TEAM MEMBERS INDIVIDUAL AVERAGE SCORE TO BEHAVIOR OF TEAM PERFORMANCE SCORES:

| Proactive Mode | Reacting Mode | Key Behaviors of Success |
|:---:|:---:|:---:|
| +16% | +33% | +15% |
| +10% | +27% | -1% |
| +5% | +26% | -10% |
| -28% | -7% | -9% |

## BEHAVIORS OF TEAM PERFORMANCE SCORES

Results from the team profile. Individuals evaluating the team as a whole.

| |
|:---:|
| 81% |
| 62% |
| 54% |
| 44% |

**COURAGE BEHAVIORS:** These behaviors reflect the team's collective capacity to confront and overcome challenges, take risks, step beyond their comfort zone, and take responsibility for their actions. They highlight the team's ambition and determination to go above and beyond expectations, as well as their readiness to make tough decisions when needed.

## LOW SCORING ON COURAGE BEHAVIORS:

When a team scores low in courage behaviors, it might suggest a tendency to avoid risk or uncomfortable situations. Such teams might struggle with decision-making under pressure, find it difficult to step outside their comfort zones, or might shy away from setting ambitious goals. They could also be reluctant to accept responsibility for mistakes, choosing instead to avoid blame or criticism. The team may lack the confidence or resilience needed to face challenges head-on, and might be more prone to settle for meeting basic expectations rather than striving to exceed them.

## HIGH SCORING ON COURAGE BEHAVIORS:

A high score in courage behaviors typically indicates a team that is not afraid of challenges, willing to take risks, and open to stepping outside their comfort zone. These teams are generally good at making tough decisions, even under pressure, and are willing to accept responsibility for their actions. They are ambitious, often aiming to exceed expectations, and are committed to overcoming obstacles that come their way. High-scoring teams demonstrate resilience, adaptability, and a strong belief in their collective capabilities.

## CAUTION FOR OVERDEVELOPED COURAGE BEHAVIORS:

While embodying courage as a team is an invaluable trait for any team, it's important to ensure it doesn't become overdeveloped. An overly courageous team can be perceived as reckless or lacking in humility. They may be so focused on taking bold steps and forging ahead that they neglect to pause and reevaluate their actions and plans in light of new information or changing circumstances. Overconfidence can lead to impulsive decisions and actions without sufficient consideration of potential risks or consequences. Such teams may also neglect the need for consensus, pushing ahead without obtaining the necessary buy-in from all team members. Therefore, while courage is crucial, it's essential to balance it with humility, careful consideration, and collaborative decision-making.

# DYNAMIX

## TEAM SCORE

**62%**

## STATEMENTS:

**Support:** Team members support each other during challenges or struggles.

**89%**

**Confrontation:** The team confidently confronts tough situations and challenging individuals

**86%**

**Determination:** Despite challenging circumstances, the team remains focused on achieving its objectives.

**84%**

**Ownership:** The team is confident and secure taking full ownership of its responsibilities and the results they achieve.

**81%**

**Open communication:** The team values and encourages open communication, even when opinions are different.

**79%**

**Risk Taking:** The team is willing to take calculated risks to achieve its objectives.

**79%**

**Responsiveness:** The team reacts quickly and decisively when facing challenges or opportunities.

**68%**

**Decision-Making:** The team will make unpopular decisions if it is for the greater good.

**58%**

**Boldness:** The team is unafraid to challenge convention and accepted practices.

**53%**

**Anticipation of Challenges:** The team anticipates challenges and prepares to deal with them rapidly.

**53%**

**Conflict Resolution:** The team is proactive in addressing conflicts.

**50%**

**Bravery:** Team members are fearless in the pursuit of team objectives.

**43%**

**Performance Improvement:** The team regularly explores new strategies to improve performance.
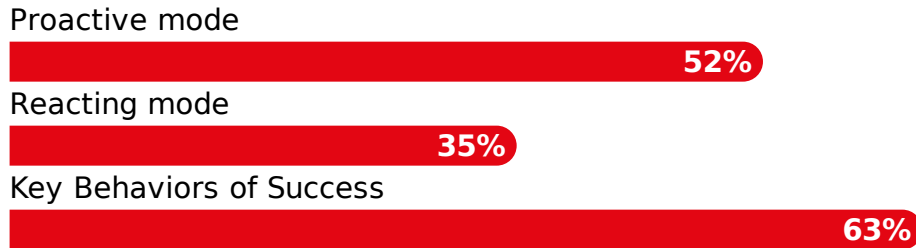
**22%**

**Realism:** The team renegotiates deadlines that are unrealistic.

**21%**

## TEAM MEMBERS INDIVIDUAL AVERAGE SCORES:

Results from individual team members' DYNAMIX Profiles. Individuals evaluating themselves.

Proactive mode
**52%**

Reacting mode
**35%**

Key Behaviors of Success
**63%**

## FROM TEAM MEMBERS INDIVIDUAL AVERAGE SCORES TO TEAM COURAGE BEHAVIOR SCORES:

+10% in Proactive Mode

+27% in Reacting Mode

-1% in Key Behaviors of Success

## TEAM COURAGE BEHAVIOR SCORES:

Results from the team profile. Individuals evaluating the team as a whole.

**62%**

**Members of the team that have a dominant (over 50%) red communication preference in their DYNAMIX Profile:**

Member 1 🔵🔴🟢

Member 2 🟢🟡🔴🔵

Member 3 🟡🟢🔴

Member 4 🔴🔵

Member 5 🔵🔴

Member 6 🟢🔴🟡🔵

## Action Plan

OBJECTIVE

CURRENT REALITY

DESIRED VISION

ACTION PLAN

SUPPORT AND RESOURCES

SCHEDULE REVIEWS AND UPDATES

ONCE THIS OBJECTIVE ACHIEVED, WHAT WILL THE BENEFITS BE FOR OUR TEAM AND ORGANIZATION?

**DISCIPLINE BEHAVIORS:** These behaviors depict a team that prioritizes careful planning, regular evaluation, and timely completion of tasks. They are characterized by a methodical, detail-focused, and systematic approach to problem-solving. The team prioritizes quality, stays informed with relevant knowledge, and displays consistency in their roles. Furthermore, these behaviors include adaptability in priority management and composure under stressful situations.

## LOW SCORING ON DISCIPLINE BEHAVIORS:

A low score on discipline behaviours may suggest a lack of structure or consistency in the team's approach. It could indicate a tendency to deviate from plans or to fall short in delivering on commitments. The team may struggle with maintaining focus and self-control, which could lead to inefficiencies or inconsistencies in performance. A low score on discipline could also reflect a vulnerability to distractions or a tendency to waver when faced with obstacles or setbacks.

## HIGH SCORING ON DISCIPLINE BEHAVIORS:

A high score on discipline behaviours implies a team that is reliable, consistent, and resilient. This team is likely to have strong structures and procedures in place, and its members are committed to executing their plans reliably. They demonstrate a high degree of self-control and focus, which allows them to stay the course, even when faced with obstacles. Such teams are marked by their steadfast dedication to their goals and their consistent performance.

## CAUTION FOR OVERDEVELOPED DISCIPLINE BEHAVIORS:

An overdeveloped discipline behaviour can manifest as rigidity, where the need for a disciplined approach could prevent team members from adapting when needed. The team may become overly attached to processes, standards, or the status quo, to the point where it stifles innovation, flexibility, and timely responses to changing circumstances. While discipline is essential for consistency and reliability, it's important that it doesn't restrict the team's ability to be agile and adaptable. Maintaining a balance between discipline and flexibility can ensure the team remains efficient while still being responsive to evolving needs and conditions.

# DYNAMIX

## TEAM SCORE

**44%**

## STATEMENTS:

**Focus:** The team remains focused and composed in stressful situations.
**83%**

**Consistency:** Team members are reliable and consistent in their work.
**82%**

**Time Management:** The team completes tasks, assignments and projects on time.
**76%**

**Expertise Upkeep:** The team stays current with relevant knowledge and expertise.
**68%**

**Problem-Solving:** The team systematically approaches problem-solving and tasks.
**62%**

**Goal Setting:** The team sets clear goals and they are updated frequently.
**50%**

**Analytical Thinking:** The team examines all aspects of a challenge before taking action.
**43%**

**Proactivity:** The team promptly addresses difficult tasks instead of avoiding them.
**37%**

**Quality Focus:** The team prioritizes quality over speed in completing tasks.
**31%**

**Preparation:** The team values thorough preparation, ensuring all decisions are informed and well considered.
**30%**

**Priority Management:** The team effectively manages priorities.
**19%**

**Process Adherence:** Team members follow established processes carefully.
**18%**

**Organization:** The team seeks to organize anything that lacks structure or order.
**13%**

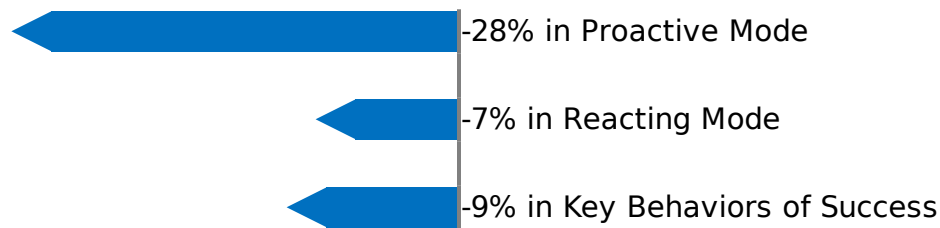**Process Evaluation:** The team regularly evaluates its processes and procedures.
● **0%**

## TEAM MEMBERS INDIVIDUAL AVERAGE SCORES:

Results from individual team members' DYNAMIX Profiles. Individuals evaluating themselves.

Proactive mode
**72%**

Reacting mode
**51%**

Key Behaviors of Success
**53%**

## FROM TEAM MEMBERS INDIVIDUAL AVERAGE SCORES TO TEAM DISCIPLINE BEHAVIOR SCORES:

-28% in Proactive Mode

-7% in Reacting Mode

-9% in Key Behaviors of Success

## TEAM DISCIPLINE BEHAVIOR SCORES:

Results from the team profile. Individuals evaluating the team as a whole.

**44%**

**Members of the team that have a dominant (over 50%) blue communication preference in their DYNAMIX Profile:**

Member 1 🔵🔴🟢

Member 2 🟢🟡🔴🔵

Member 3 🟢🟡🔵

Member 4 🟢🔵🟡

Member 5 🔵🟢🟡

Member 6 🔴🔵

Member 7 🔵🔴

Member 8 🟢🔴🟡🔵

## Action Plan

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**ONCE THIS OBJECTIVE ACHIEVED, WHAT WILL THE BENEFITS BE FOR OUR TEAM AND ORGANIZATION?**

**COMMITMENT BEHAVIORS:** These behaviors illustrate the team's dedication to mutual support, active participation, and the creation of a positive, respectful, and harmonious environment. The team members show accountability for their actions, flexibility in adapting to changes, and a shared commitment to the team's objectives. They promote open communication, inclusive decision-making, and take proactive steps to maintain team unity and alignment with core values.

## LOW SCORING ON COMMITMENT BEHAVIORS:

Teams that score low on commitment usually pay very little attention to the values and principles that generate a unified approach and create an environment of respect and collaboration. Some teams may struggle with consistency, reliability, or dedication to shared objectives. This might suggest a lack of engagement or investment in the team's work, a tendency to prioritize individual goals over group ones, or a reluctance to devote the necessary time and resources to team tasks. The team might also fall short in terms of responsibility, perhaps failing to meet obligations, deliver on promises, or follow through on commitments.

## HIGH SCORING ON COMMITMENT BEHAVIORS:

Teams that are characterized by a high level of commitment will ensure that there is collective buy-in providing the right environment for success. Successful teams aim to reduce any destructive internal disunity. They create an overall atmosphere of trust and cooperation. A high score in this key behavior of success usually indicates that members of the team feel that they can count on each other for support, encouragement and assistance. They tend to focus on steadiness and consistency, and will strive for a high level of collaboration in pursuit of goals that are in accordance with team values and principles.

## CAUTION FOR OVERDEVELOPED COMMITMENT BEHAVIORS:

While commitment is an essential characteristic of successful teams, it is crucial to be wary of its overdevelopment. When commitment becomes extreme, teams may become overly preoccupied with maintaining harmony, seeking peace at all costs. This can lead to essential issues being swept under the rug to avoid conflict, ultimately preventing the resolution of underlying problems. It may also stifle healthy debate and diversity of thought, both of which are vital for innovation and problem-solving. Furthermore, an intense focus on commitment might make the team inflexible and resistant to change, which could limit their ability to adapt to evolving circumstances or fresh ideas. In striving for an ideal team climate, balance is vital to ensure that the pursuit of harmony does not deter constructive criticism, open dialogue, and adaptability.

**DYNAMIX**

## TEAM SCORE

**81%**

## STATEMENTS:

**Cohesion:** The team enjoys spending time together.
**97%**

**Relationship Building:** The team cultivates cooperative and harmonious relationships.
**96%**

**Value Alignment:** The actions of team members are aligned with the team's values and principles.
**94%**

**Mutual Support:** Team members support and take care of each other.
**91%**

**Cooperation:** The team likes to achieve results by building cooperative, harmonious relationships.
**89%**

**Participation:** Team members actively participate in team discussions and decision-making processes.
**87%**

**Fairness:** Team members treat each other with fairness and respect.
**87%**

**Flexibility:** The team is flexible and willing to adjust to changes in plans.
**84%**

**Contribution:** Each team member actively contributes to the team's success.
**81%**

**Reliability:** Team members consistently honour their commitments.
**78%**

**Accommodation:** Team members adjust their approach to accommodate others' needs.
**68%**

**Solidarity:** Even with reservations, team members rally behind the team's chosen direction.
**67%**

**Accountability:** Team members apologize when they know they have made a mistake.
**66%**

**Unity Focus:** The team addresses sources of disunity or deviation from core values.
**51%**

## TEAM MEMBERS INDIVIDUAL AVERAGE SCORES:

Results from individual team members' DYNAMIX Profiles. Individuals evaluating themselves.

Proactive mode

**65%**

Reacting mode

**48%**

Key Behaviors of Success

**66%**

## FROM TEAM MEMBERS INDIVIDUAL AVERAGE SCORES TO TEAM COMMITMENT BEHAVIOR SCORES:

+16% in Proactive Mode

+33% in Reacting Mode

+15% in Key Behaviors of Success

## TEAM COMMITMENT BEHAVIOR SCORES:

Results from the team profile. Individuals evaluating the team as a whole.

**81%**

**Members of the team that have a dominant (over 50%) green communication preference in their DYNAMIX Profile:**

Member 1 🔵🔴🟢

Member 2 🟢🟡🔴🔵

Member 3 🟢🟡🔵

Member 4 🟡🟢🔴

Member 5 🟢🔵🟡

Member 6 🔵🟢🟡

Member 7 🟢🔴🟡🔵

## Action Plan

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**ONCE THIS OBJECTIVE ACHIEVED, WHAT WILL THE BENEFITS BE FOR OUR TEAM AND ORGANIZATION?**

GROWTH BEHAVIORS: These behaviors are indicative of the team's commitment to learning, embracing new experiences, and enhancing their skills and knowledge. Foundational to these behaviors are a positive mindset and optimism, which assist the team in viewing challenges as opportunities and maintaining motivation during setbacks. These behaviors also reflect the team's adaptability and willingness to change in response to evolving circumstances.

LOW SCORING ON GROWTH BEHAVIORS:

When a team scores low on growth behaviours, it may indicate a resistance to change or a tendency to remain within their comfort zone. This could mean that the team is not actively seeking out new experiences or opportunities to learn and develop. The team may lack initiative in improving their skills or knowledge, and may not readily adapt to new situations or changes. This could limit the team's potential to innovate, adapt, and evolve in the face of changing circumstances or challenges.

HIGH SCORING ON GROWTH BEHAVIORS:

When a team scores high on growth behaviours, it suggests a collective drive for self-improvement and a commitment to learning and development. This team is likely to embrace new experiences and opportunities for growth, showing flexibility and adaptability. They are not afraid to change their ways of working or thinking to align with new requirements or to achieve better outcomes. This readiness to learn and evolve makes them resilient in the face of change and capable of innovating and overcoming challenges.

CAUTION FOR OVERDEVELOPED GROWTH BEHAVIORS:

While a growth-oriented team can be dynamic and innovative, it's important to be mindful of the potential drawbacks of an overemphasis on growth. An overly growth-oriented team may become so captivated by new ideas and opportunities that they fail to adequately focus on key priorities. They may be prone to jumping from one new concept to another without sufficiently embedding and consolidating learning or fully realizing the potential of each idea. Such teams may risk spreading their energies too thinly and lose sight of their core goals. As with all things, balance is key, and it's important to pair a drive for growth with focus and discipline to ensure the team remains aligned with its key objectives.

# DYNAMIX

## TEAM SCORE

**54%**

## STATEMENTS:

**Energized:** The team is energized by fresh challenges.
**86%**

**Optimism:** The team maintains an optimistic outlook, seeing the bright side of most situations.
**81%**

**Learning Drive:** The team is highly motivated to learn and grow.
**78%**

**High Expectations:** The team expects the best of itself and others.
**77%**

**Innovation:** The team consistently explores and embraces innovative ideas and approaches.
**71%**

**Resilience:** Past challenges have contributed to the team's resilience.
**69%**

**Open-mindedness:** Team members are willing to change their opinion on important topics as a result of dialogue.
**62%**

**Learning from Difficulties:** The team perceives difficulties as opportunities for learning.
**61%**

**Adaptability:** The team embraces change and is willing to try new things.
**48%**

**Feedback Seeking:** The team actively seeks feedback to enhance performance and drive improvement.
**47%**

**Empowerment:** Team members feel empowered and energized by their day-to-day responsibilities.
**44%**

**Strength Utilization:** Team members utilize their greatest strengths daily.
**21%**

**Capability Enhancement:** The team explores new ideas to improve its capabilities.
**18%**

**Professional Development:** The team devotes time to professional development.
**0%**

## TEAM MEMBERS INDIVIDUAL AVERAGE SCORES:

Results from individual team members' DYNAMIX Profiles. Individuals evaluating themselves.

Proactive mode

**49%**

Reacting mode

**28%**

Key Behaviors of Success

**64%**

## FROM TEAM MEMBERS INDIVIDUAL AVERAGE SCORES TO TEAM GROWTH BEHAVIOR SCORES:

+5% in Proactive Mode

+26% in Reacting Mode

-10% in Key Behaviors of Success

## TEAM GROWTH BEHAVIOR SCORES:

Results from the team profile. Individuals evaluating the team as a whole.

**54%**

**Members of the team that have a dominant (over 50%) yellow communication preference in their DYNAMIX Profile:**

Member 1 🟢🟡🔴🔵

Member 2 🟢🟡🔵

Member 3 🟡🟢🔴

Member 4 🟢🔵🟡

Member 5 🔵🟢🟡

Member 6 🟢🔴🟡🔵

**Action Plan**

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ONCE THIS OBJECTIVE ACHIEVED, WHAT WILL THE BENEFITS BE FOR OUR TEAM AND ORGANIZATION?

The team behaviors listed below were identified as being most representative of the team when compared against other behaviors evaluated. It is important to understand the reasons why these behaviors were, on average, highly ranked. They likely indicate strengths that the team can leverage to enhance its performance further. We recommend that you examine these behaviors closely and engage in thorough discussions about them so that the team can build upon these strengths and ensure they remain prominent characteristics of the team.

## TEAM BEHAVIORS:

**Cohesion:** The team enjoys spending time together.

97%

**Relationship Building:** The team cultivates cooperative and harmonious relationships.

96%

**Value Alignment:** The actions of team members are aligned with the team's values and principles.

94%

**Mutual Support:** Team members support and take care of each other.

91%

**Cooperation:** The team likes to achieve results by building cooperative, harmonious relationships.

89%

**Support:** Team members support each other during challenges or struggles.

89%

**Fairness:** Team members treat each other with fairness and respect.

87%

**Participation:** Team members actively participate in team discussions and decision-making processes.

87%

**Energized:** The team is energized by fresh challenges.

86%

**Confrontation:** The team confidently confronts tough situations and challenging individuals

86%

The team behaviors listed below were identified as being least representative of the team when compared against other behaviors evaluated. Understanding why these behaviors were, on average, ranked lower is crucial. They may highlight areas where the team has the potential to improve and thereby boost its overall performance. Additionally, these behaviors might reflect aspects that are currently less crucial to the team's objectives. We suggest engaging in discussions about each to determine their relevance and whether they warrant immediate action. However, we advise not concentrating solely on these areas, as emphasizing the team's key strengths typically yields greater benefits.

## TEAM BEHAVIORS:

**Professional Development:** The team devotes time to professional development.
● **0%**

**Process Evaluation:** The team regularly evaluates its processes and procedures.
● **0%**

**Organization:** The team seeks to organize anything that lacks structure or order.
**13%**

**Capability Enhancement:** The team explores new ideas to improve its capabilities.
**18%**

**Process Adherence:** Team members follow established processes carefully.
**18%**

**Priority Management:** The team effectively manages priorities.
**19%**

**Realism:** The team renegotiates deadlines that are unrealistic.
**21%**

**Strength Utilization:** Team members utilize their greatest strengths daily.
**21%**

**Performance Improvement:** The team regularly explores new strategies to improve performance.
**22%**

**Preparation:** The team values thorough preparation, ensuring all decisions are informed and well considered.
**30%**

# Lowest Standard Deviation:

The team behaviors listed below received the most uniform responses from the team, indicating a strong consensus in views and experiences regarding these specific aspects of teamwork. The uniformity of these responses points to a shared understanding or agreement among team members. While this unanimity is fundamentally positive, probing into why these behaviors resonate so uniformly with everyone is crucial. Exploring the reasons behind this collective agreement can unearth valuable insights into the team's inherent strengths. Leveraging these areas of consensus effectively can fortify the team's foundation and elevate its performance.

## TEAM BEHAVIORS:

**Professional Development:** The team devotes time to professional development. (**0%**)
🟡 **0.0%**

**Process Evaluation:** The team regularly evaluates its processes and procedures. (**0%**)
🔵 **0.0%**

**Cohesion:** The team enjoys spending time together. (**97%**)
**7.1%**

**Reliability:** Team members consistently honour their commitments. (**78%**)
**9.7%**

**Time Management:** The team completes tasks, assignments and projects on time. (**76%**)
**10.1%**

## Highest Standard Deviation:

The team behaviors listed below elicited the greatest variability in responses among team members, with some rating these behaviors highly while others gave them lower scores. This divergence in perspectives is significant, highlighting areas of team dynamics or comprehension that are perceived or experienced differently across the team. Such variation in viewpoints offers a rich platform for identifying challenges and opportunities for growth. Understanding the rationale behind these varied responses is essential. An in-depth examination of these behaviors can uncover critical insights, aiding in the enhancement of team cohesion and effectiveness.

### TEAM BEHAVIORS:

**Feedback Seeking:** The team actively seeks feedback to enhance performance and drive improvement. (**47%**)

45.6%

**Anticipation of Challenges:** The team anticipates challenges and prepares to deal with them rapidly. (**53%**)

42.4%

**Boldness:** The team is unafraid to challenge convention and accepted practices. (**53%**)

42.1%

**Bravery:** Team members are fearless in the pursuit of team objectives. (**43%**)

42.1%

**Strength Utilization:** Team members utilize their greatest strengths daily. (**21%**)
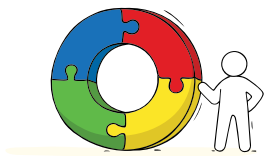
42.0%

# DYNAMIX
## TEAM PERFORMANCE

DYNAMIX Team Performance is a transformative journey of discovery and growth, advancing teams to the next level of performance through a unique three-step assessment and development process.
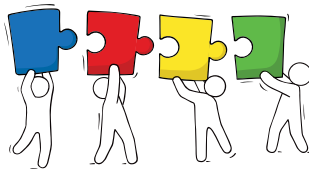
### INDIVIDUAL PROFILE:

### TEAM PROFILES:

**STEP 1: SELF-AWARENESS** DYNAMIX® PERSONAL PROFILE

**STEP 2: TEAM AWARENESS** BEHAVIORS OF TEAM PERFORMANCE

**STEP 3: NEXT LEVEL** STAGES OF TEAM PERFORMANCE







It all starts with Self-Awareness. You will discover your personal strengths, communication preferences, and areas for growth. We use tools like team grids to visualize and understand teammates' preferences, enhancing empathy and respect. This step is critical in learning how to adapt and connect with others. By understanding both yourself and others, you'll develop more effective communication and collaboration strategies.
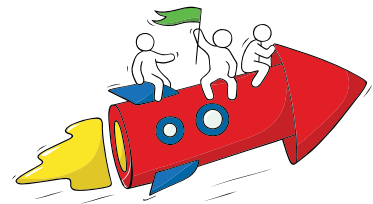
This step is designed to validate your team's existing strengths and identify opportunities for development through 56 behaviors of high performing teams. Building on the self-awareness cultivated in Step 1, this stage assesses the team as a whole, examining how individuals interconnect and influence the team's overall effectiveness. The facilitator will assist you in understanding why certain team behaviors were rated higher or lower. This process will highlight the key areas critical to your team and guide the development of strategic action plans.

The journey reaches its final step, where teams engage in a comprehensive evaluation process, measuring 16 dimensions across 4 stages of team development, to identify their current stage toward optimal performance and pinpoint the specific areas requiring focus for advancement. This step offers a strategic roadmap, empowering the team to unlock their potential, implement effective change, and progress to the next level of their performance journey.