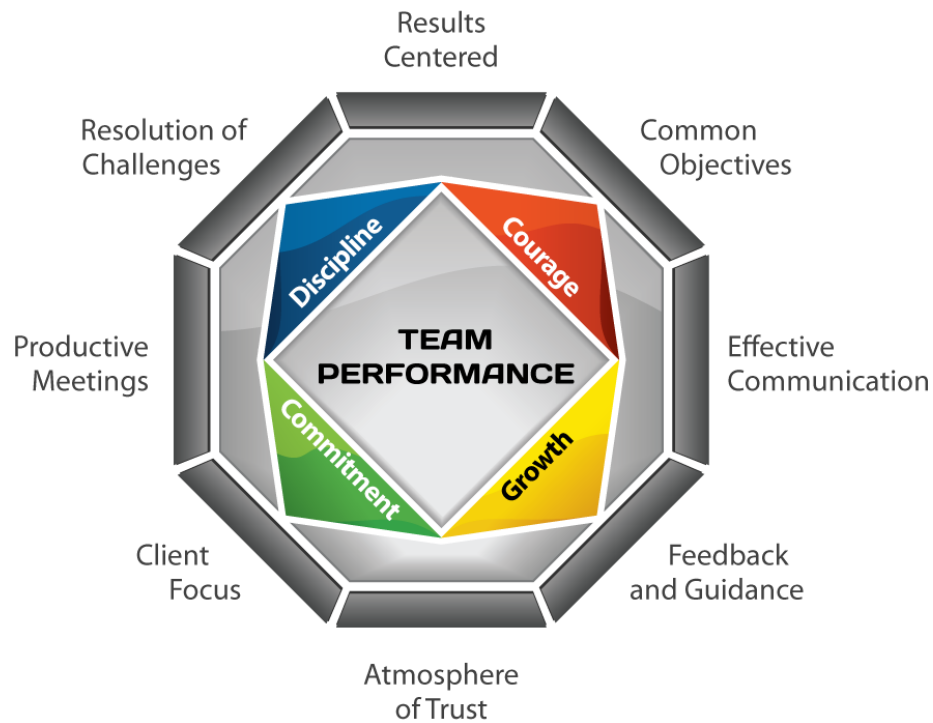


# Team Performance Profile

## Level 1

Success - The Result of an Effective Team



**DEMO Team**

7/2/2020

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**GENYX**

**PARTNER IN PERFORMANCE**

**GENYX**

**T** +971 4 3237626

**W** [www.genyx.net](http://www.genyx.net)

**E** [info@genyx.net](mailto:info@genyx.net)

# Team Performance Profile

## Level 1



**DEMO Team**

7/2/2019

# Team Performance Profile

## Introduction

Organizations benefit exponentially from teams that operate at the top of their capability. Some high performing teams achieve results that defy logical explanation. When such teams exist, we inevitably discover highly motivated and engaged team members who are aiming high and surpassing expectations. On the other hand, badly designed, poorly led or behaviorally dysfunctional teams usually produce sub-optimal results that have a ripple effect throughout an organization.

Performance in a team context doesn't come from carefully written words, framed and hung on a wall. It comes by being fanatically devoted to identifying critical team strengths that elevate the team's performance and targeting significant improvements that build upon these strengths. In this assessment tool, we have identified a number of team performance criteria that contribute to success. We've discovered that healthy, performing teams spend a lot of time working to discover and implement solutions. Every organization has finite resources (time, energy and money). Every team faces challenges. When a team is able to focus on turning challenges into opportunities, it creates an environment that promotes achievement. This has a productive impact on the people who are in contact with the team, including internal and external clients.

This profile focuses on two distinct sets of measurements. The first dimension (we call it **L-1**) exists at the very core of a team and is not always evident without extensive observation. We measure specific characteristics of team performance in 4 critical manifestations. How focused is the team on behaving **courageously** in situations that require resolve? How does the team aim for personal and professional **growth**? Under what circumstances does the team demonstrate **commitment** to each other and the organization? How does the team go about taking a **disciplined** approach towards its work?

The second dimension (we call it **L-2**) can be understood by measuring team approaches, responses and behaviors in 8 critical team performance measurements. A team's performance and capabilities can be improved when a deliberate effort is made to measure effectiveness in these 8 areas and build upon key areas of strength.

## About the Team Performance Profile (TPP)

It is possible to identify and measure the key characteristics of teams that consistently achieve outcomes that contribute to their own success. The TPP evaluator uses well-researched assessment methods. Individual team members were provided with a framework to subjectively assess the performance of their entire team according to the characteristics that are identified in the index of this profile. The major limitation of the accuracy of this profile is that it is the product of specific individual perceptions of the team by each individual team member.

This profile may include an L-1 or L-2 assessment of the team. It may include both. For a brief summary of the two assessments, please see the introduction on the previous page.

This profile is the output of all of the responses received. Although the data of individual responses is kept on file, all specific personal identification is removed from the input to maintain confidentiality. Our data is maintained in a manner consistent with our Privacy Policy.

The profile of the team is presented as an aggregate of the responses. Statistical analysis is compiled for comparison and discussion purposes. The actual statistics and numerical values presented should not be the primary focus. Every team is different and every individual has a different perception of the team's strengths and challenges. It is therefore critical that a review of this profile should begin by openly seeking to anecdotally validate the patterns that emerge in the statistics. Teams are encouraged to seek to understand areas of strength that are evident in the responses rather than engaging in immediate discussion of the areas that appear to be weaker.



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# KEY INDICATORS OF SUCCESS

## Introduction

All teams are strongly characterized by several “**Key Indicators of Success**”. These elements are present in the DNA of most teams and will often be evident even when major changes occur or the composition of the team changes. The L-1 evaluator asks team members to respond to statements correlated to the key indicators of success. 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, be different from the composite “color of the team” which can be produced by combining the results of individual psychological preferences, as measured in the DYNAMIX® personal profiles of team members.

**Courage** – teams that are characterized by a high level of courage are quick to identify goals and take action. They tend to focus on outcomes or results and will exhibit resilience in the face of challenges, while resisting any temptation to settle for less than what they intended to achieve.

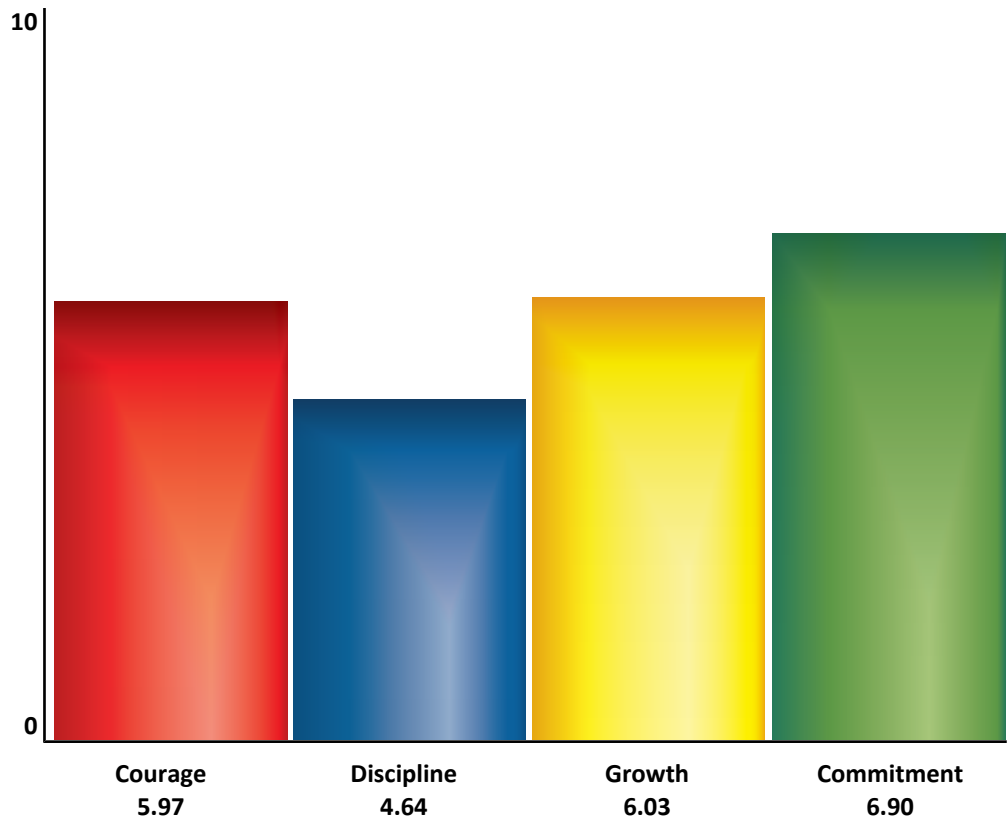
**Growth** – teams that are characterized by a high level of growth will identify new opportunities and boldly envision successful outcomes. They tend to focus on innovation and will constantly seek out fresh ideas and revolutionary approaches.

**Commitment** – teams that are characterized by a high level of commitment will ensure that there is collective buy-in providing the right environment for success. They tend to focus on steadiness and consistency, and will strive for a high level of harmony in pursuit of goals that are in accordance with team values and principles.

**Discipline** – teams that are characterized by a high level of discipline are systematic and rigorous in their activities. They tend to focus on diligence and consistency of process and will drive relentlessly for accuracy and quality.



### The Profile of Your Team



## Courage

**Courage** – Teams that are characterized by a high level of courage are quick to identify goals and take action. They tend to focus on outcomes or results and will exhibit resilience in the face of challenges, while resisting any temptation to settle for less than what they intended to achieve.

We’ve observed that many teams shy away from challenges. Some teams will even avoid them and hope that they will go away on their own. Some teams clearly lack the drive and internal fortitude required to tackle tough assignments and advance in spite of significant obstacles or challenges. Successful teams are action oriented and refuse to give up, even when the odds are against them. A relatively high score in this key indicator of success usually indicates that the team demonstrates qualities of confidence and endurance in pursuit of its goals.

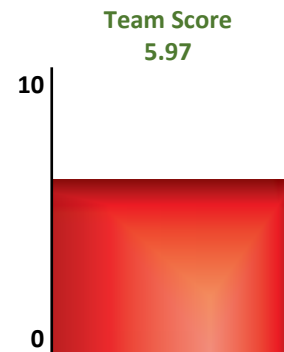
*CAUTION: Overdeveloped, a highly-courageous team may be perceived as lacking in humility or may be so brave that they are not sufficiently prepared to reevaluate plans and actions as new realities emerge.*

Quotes:

*“ Courage is not the absence of fear, but rather the judgement that something else is more important than fear. ”*  
 - Ambrose Redmoon

*“ Courage is the discovery that you may not win, and trying when you know you can lose. ”*  
 - Tom Krause

Statements	Average
The team always aims to deliver more than what is expected	8.91
The team is confident and secure taking full ownership of its responsibilities	7.09
The team is unafraid to act quickly and decisively when faced with challenges or opportunities	7.09
Team members who demonstrate excellence are recognized	4.18
The team evaluates its activities regularly to ensure that they fit with the team goals	3.00



Legend	0 to 2.85	2.86 to 4.99	5.00 to 7.75	7.76 to 10.00
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## Questions & Comments

List some examples of times when your team had to overcome a significant obstacle or faced a seemingly impossible challenge.

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Explain the reasons why you believe the team ranked "The team always aims to deliver more than what is expected" as a key strength.

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What action steps do you suggest that will help you build on this strength?

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Are there any steps that need to be taken to address challenges that the team has identified? (Be specific)

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## Growth

**Growth** – Teams that are characterized by a high level of growth will identify new opportunities and boldly envision successful outcomes. They tend to focus on innovation and will constantly seek out fresh ideas and revolutionary approaches.

We’ve observed that many teams spend a fair amount of energy trying to manage to keep everything the same. Attempts to “hold on to what we have” are almost always counterproductive. Successful teams aim to learn and grow. They try new things and are not stuck in a rut. A relatively high score in this key indicator of success usually indicates that the team is open to developing itself, embraces possibilities and aims high.

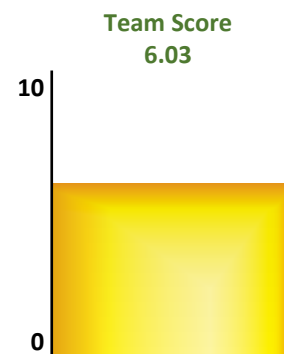
*CAUTION: Overdeveloped, a growth-oriented team may fail to adequately focus on key priorities or may leap from new idea to new idea.*

Quotes:

*“ If we are growing, we’re always going to be out of our comfort zone. ”*  
- John C. Maxwell

*“ Live as if you were to die tomorrow. Learn as if you were to live forever.”*  
- Mahatma Gandhi

Statements	Average
Team members are keen to learn and develop continuously	8.91
Compared to other teams, the team sets very high goals and expectations for itself	8.27
The team is open to trying new approaches	8.18
The team always sees the bright side of any situation	3.64
Difficulties or challenges in the past have contributed positively to the team's strength	3.36



Legend	0 to 2.85	2.86 to 4.99	5.00 to 7.75	7.76 to 10.00
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## Questions & Comments

List some examples of times when your team envisioned and embraced new ideas and new approaches.

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Explain the reasons why you believe the team ranked "Team members are keen to learn and develop continuously " as a key strength.

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What action steps do you suggest that will help you build on this strength?

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Are there any steps that need to be taken to address challenges that the team has identified? (Be specific)

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## Commitment

**Commitment** – Teams that are characterized by a high level of commitment will ensure that there is collective buy-in providing the right environment for success. 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.

We’ve observed that many teams pay very little attention to the values and principles that generate a unified approach and create an environment of respect and collaboration. Some teams fail to properly pace themselves and the result is that some team members can be left behind. Successful teams aim to reduce any destructive internal disunity. They create an overall atmosphere of trust and cooperation. A relatively high score in this key indicator of success usually indicates that members of the team feel that they can count on each other for support, encouragement and assistance.

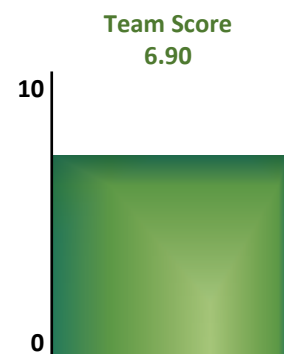
*CAUTION: Overdeveloped, a highly-committed team may become too focused on harmony and seek peace at all costs.*

Quotes:

*“ Only one who devotes himself to a cause with his whole strength and soul can be a true master. For this reason, mastery demands all of a person. ”*  
 - Albert Einstein

*“ The kind of commitment I find among the best performers across virtually every field is a single-minded passion for what they do - an unwavering desire for excellence in the way they think and the way they work. ”*  
 - Jim Collins

Statements	Average
The team likes to achieve results by building cooperative, harmonious relationships	9.18
The team enjoys spending time together	8.73
Team members act in a fair and equitable manner in their interactions	8.55
Team members are consistently aligned with team principles and values	4.73
The team identifies any source of disunity or lack of adherence to its core values	2.55



Legend	0 to 2.85	2.86 to 4.99	5.00 to 7.75	7.76 to 10.00
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## Questions & Comments

List some examples of times when your team’s strong commitment to each other or to its values resulted in a successful outcome.

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Explain the reasons why you believe the team ranked "The team likes to achieve results by building cooperative, harmonious relationships " as a key strength.

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What action steps do you suggest that will help you build on this strength?

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Are there any steps that need to be taken to address challenges that the team has identified? (Be specific)

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## Discipline

**Discipline** – Teams that are characterized by a high level of discipline are systematic and rigorous in their activities. They tend to focus on diligence and consistency of process and will drive relentlessly for accuracy and quality.

We’ve observed that many teams are unwilling to rigorously follow steps that need to be taken in order to complete tasks or assignments. Many team failures can be traced to the absence of a well-understood, detailed approach to fundamental processes that are key drivers of success. Successful teams use discipline to establish a framework that elevates the opportunity for success. A relatively high score in this key indicator of success usually indicates that the team is focused and systematic in its activities and objectives.

*CAUTION: Overdeveloped, a highly-disciplined team can use the need for exercising a disciplined approach to prevent team members from doing what needs to be done or for developing an attachment to the status quo.*

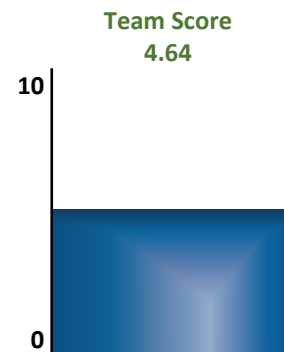
Quotes:

*“ Half of life is luck; the other half is discipline - and that’s the important half, for without discipline you wouldn’t know what to do with luck. ”*

- Carl Zuckmeyer

*“ Discipline is the bridge between goals and accomplishments. ”*  
- Jim Rohn

Statements	Average
The team is comfortable being measured by the results achieved	8.36
The team has clear goals and they are updated frequently	6.55
The team takes a careful and systematic approach to tasks	6.27
The team tackles unpleasant tasks quickly	2.09
The team seeks to organize anything that lacks structure or order	1.45



Legend	0 to 2.85	2.86 to 4.99	5.00 to 7.75	7.76 to 10.00
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## Questions & Comments

List some examples of times when your team acted in a highly disciplined way.

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Explain the reasons why you believe the team ranked "The team is comfortable being measured by the results achieved " as a key strength.

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What action steps do you suggest that will help you build on this strength?

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Are there any steps that need to be taken to address challenges that the team has identified? (Be specific)

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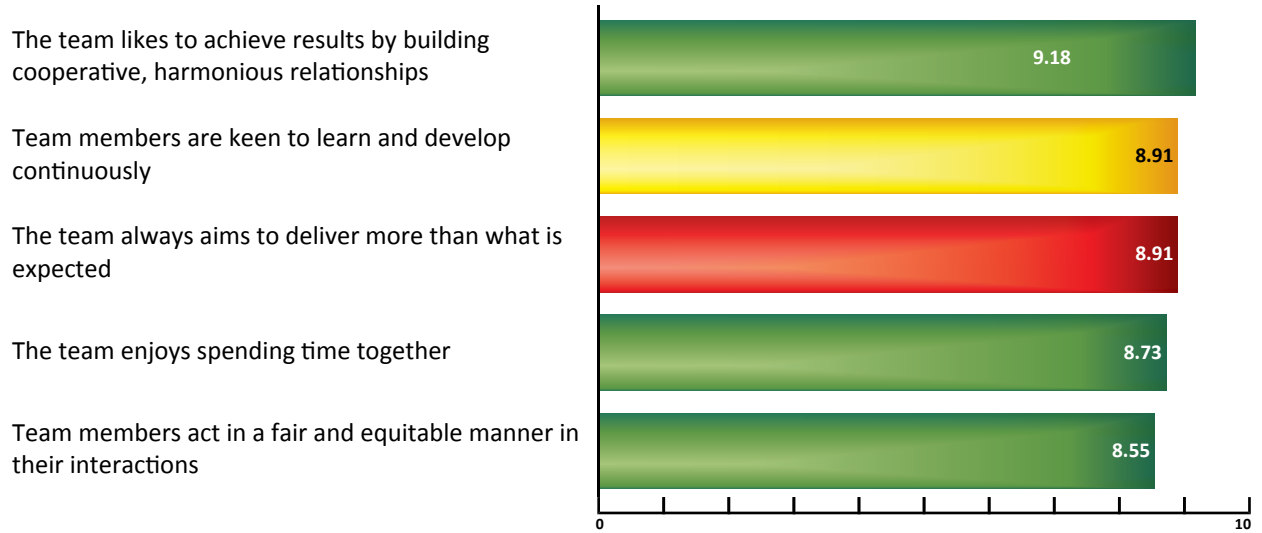
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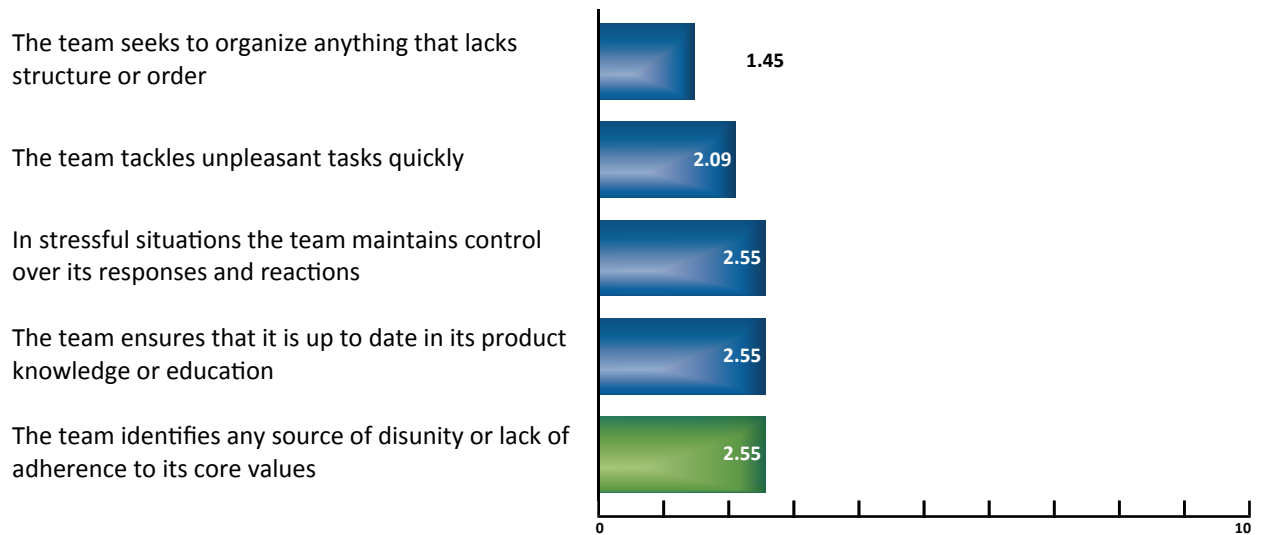
## Team Strengths

The graph below represents statements that were identified as being most descriptive of the team when compared against other statements in the evaluator. It is important to understand the reasons why, on average, these statements were ranked highly. They likely represent strengths that the team can use to further elevate performance. We recommend that you review them and ask a number of questions about them so that the team can build upon them and ensure that they continue to be dominant team characteristics.



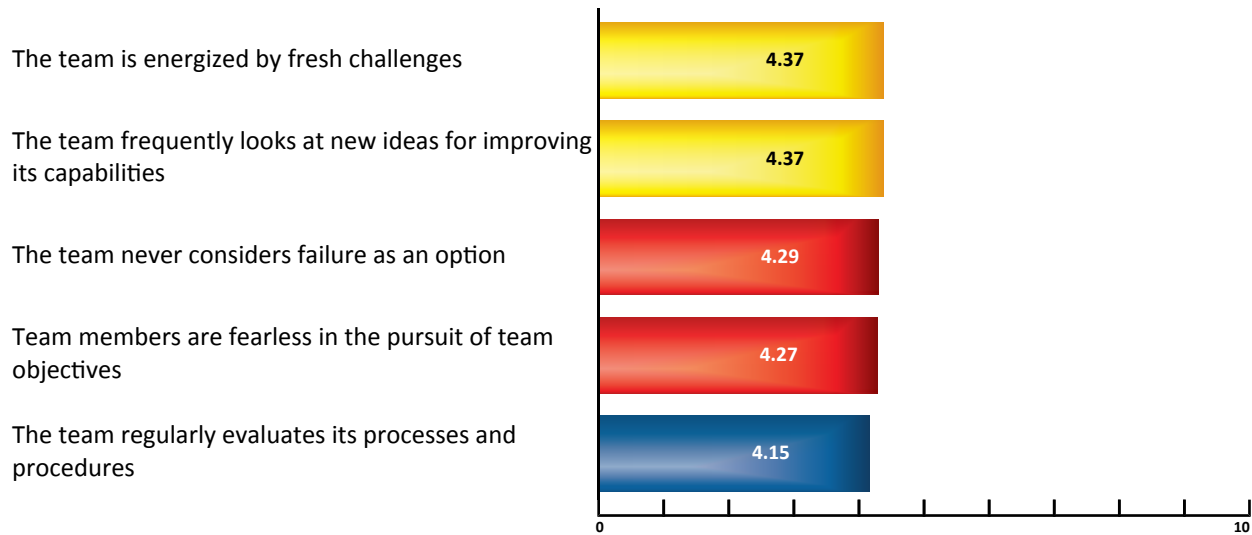
## Team Challenges

The graph below represents statements that were identified as being least descriptive of the team when compared against other statements in the evaluator. It is important to understand the reasons why, on average, these statements were ranked lower. They may represent a potential for improvement that the team can consider in order to elevate its performance. They may also represent things that are less important to the team. We suggest that you ask a number of questions about each of them to determine if they require any immediate attention, but we recommend that you do not focus exclusively on this area, as it is always preferable to focus on key strengths.

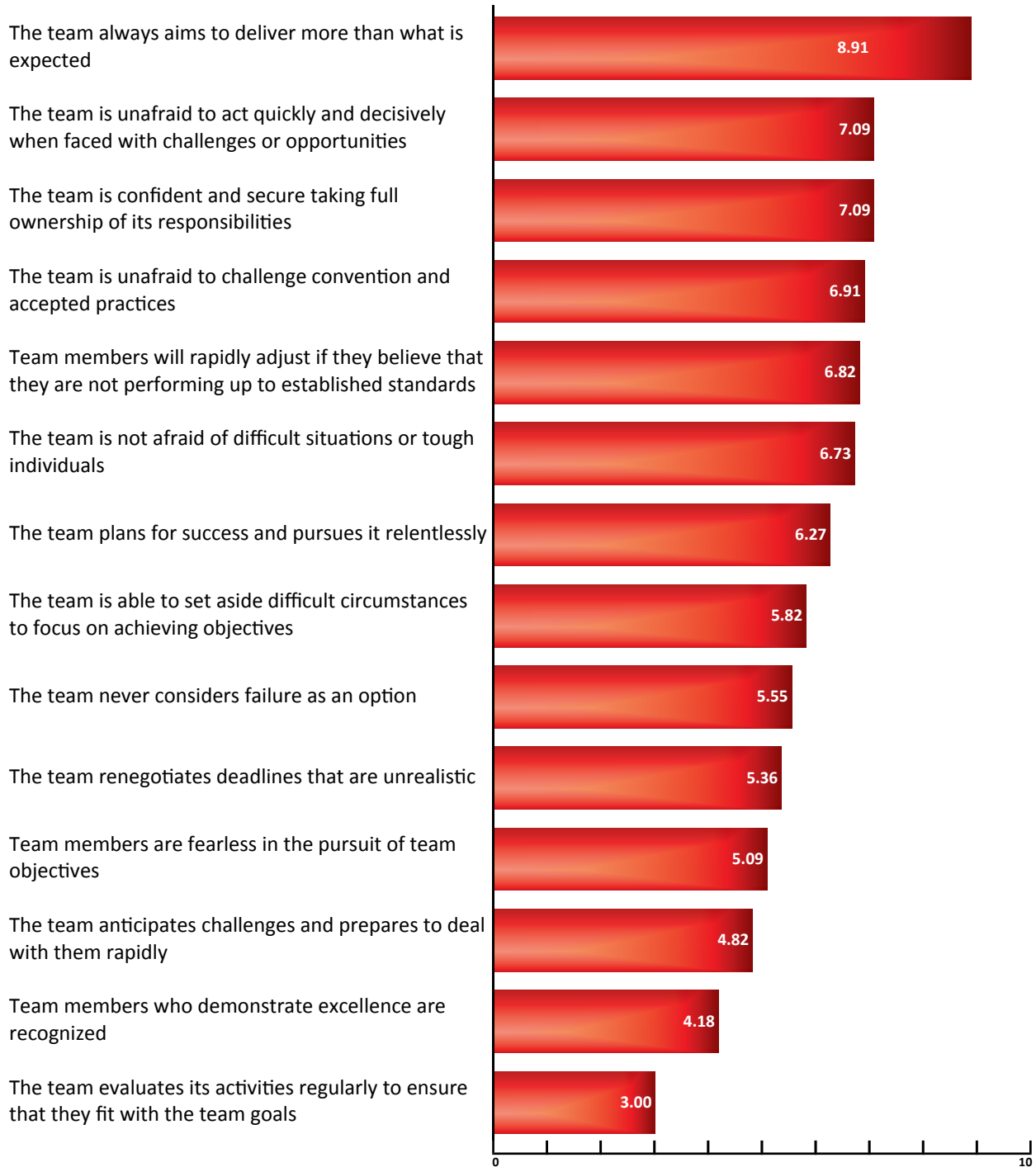


## Standard Deviation

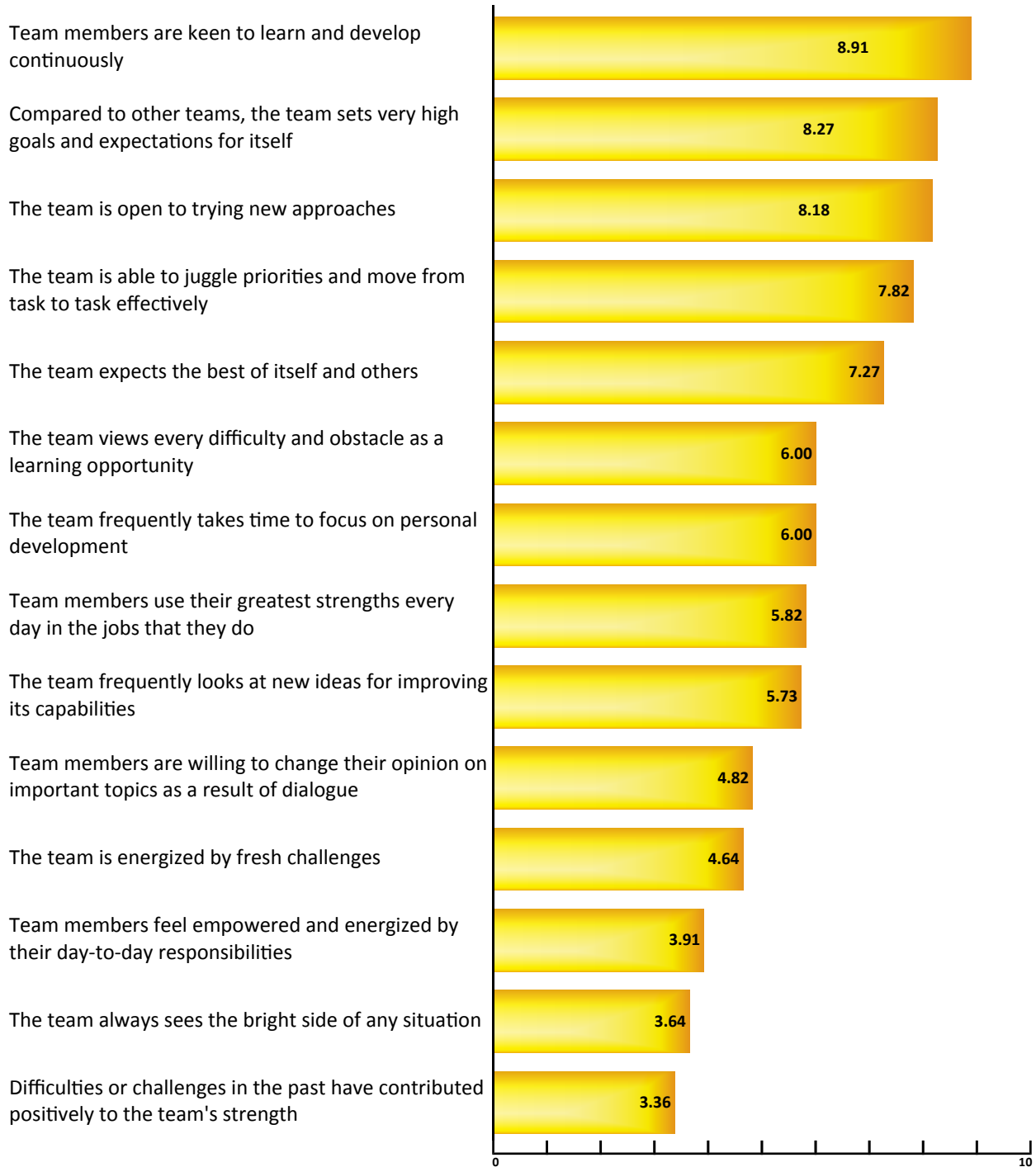
The graph below represents statements that were identified because they had a relatively high level of variability in the responses that were given. The broad range of responses suggests the potential for a difference in the understanding of the statement or a difference in the perception of how the team functions in relation to the statement. It is important to understand the reasons why the statements trigger different responses. Careful consideration of the root issues related to differences of perspective in this area can represent a significant opportunity for the team to elevate its performance. There may also be logical explanations for large variations in the responses. We suggest that you ask a number of questions about each of them to determine if they require any immediate attention, but we recommend that you do not focus exclusively on this area, as it is always preferable to focus on key strengths.



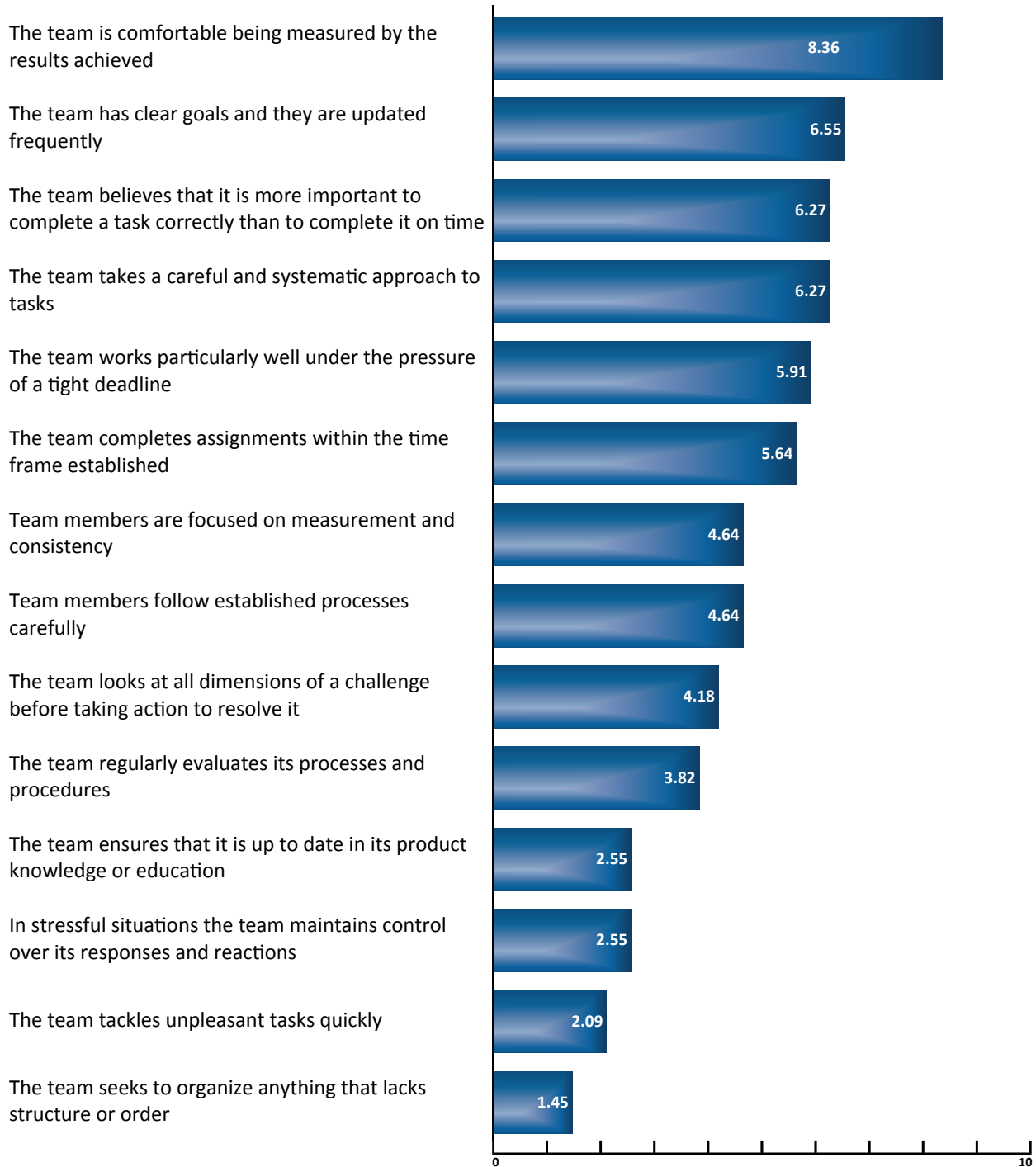
## Courage



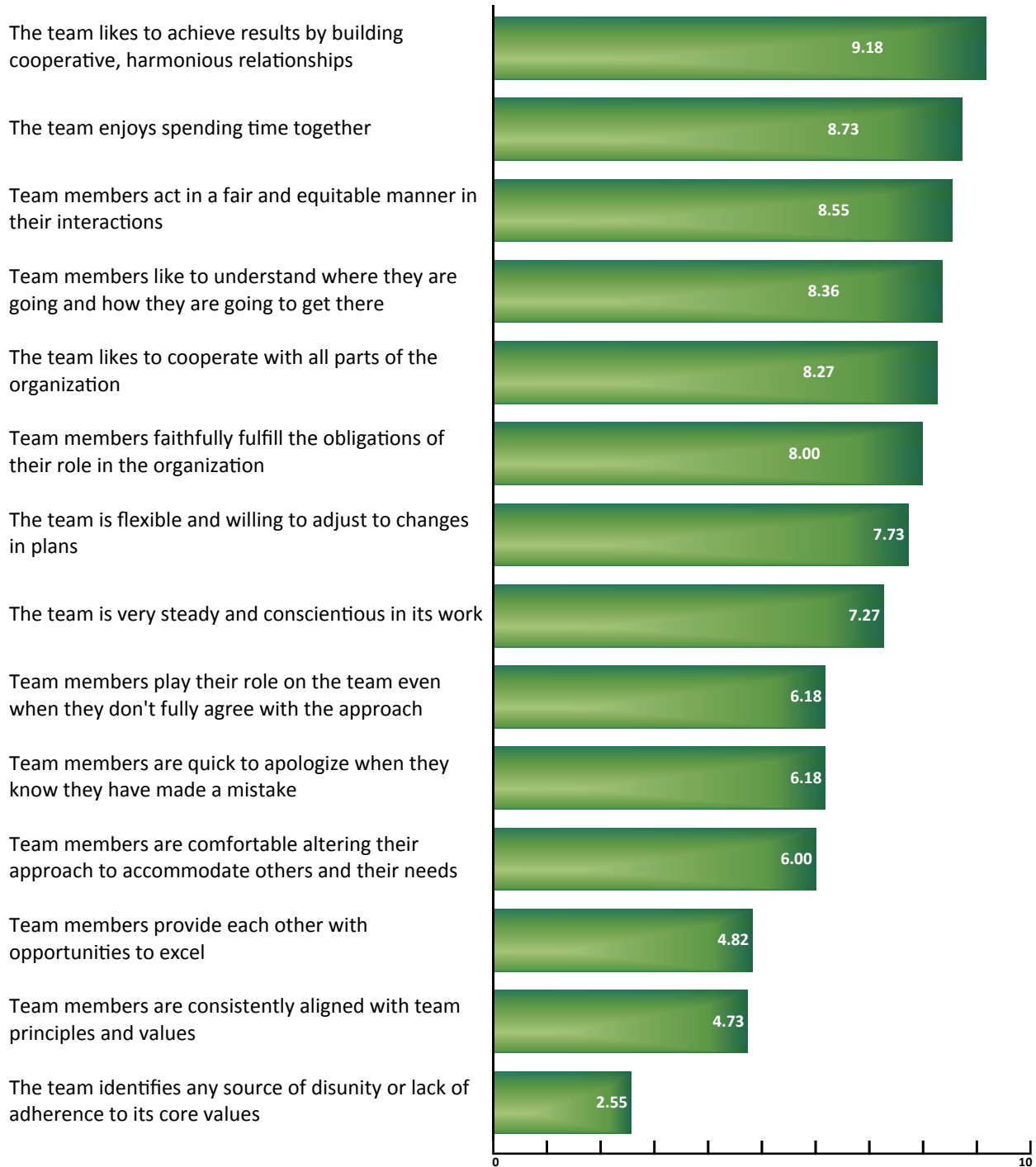
## Growth



## Discipline



## Commitment







Peak Performance2  
4001 St. Martin Blvd. W.,  
Laval, Qc, Canada, H7T 1B7  
Tel. : (450) 973-9555  
Fax : (450) 973-9554  
Toll free 1-877-633-9555