

Sample Company – Sample Team - 9 Responses – 2/22/2005

Plans and Goals	Roles	Operating Procedures	Interpersonal relationships	Individual strengths	General effectiveness
1. 4.2	5. 3.4	9. 3.4	8. 3.1	22. 3.7	31. 3.7
2. 3.8	6. 3.8	10. 4.2	16. 2.4	23. 3.8	32. 3.7
3. 3.8	7. 3.4	11. 3.6	24. 3.6		36. 4.3
4. 3.6	14. 3.2	12. 3.9	25. 3.2		37. 4.3
	15. 4.1	13. 3.8	26. 3.4		
		17. 3.9	27. 3.2		
		18. 3.7	28. 3.7		
		19. 4.0	29. 3.3		
		20. 4.0	30. 3.9		
		21. 3.0			
		33. 3.4			
		34. 4.0			
		35. 3.9			
Column Averages					
3.8	3.6	3.8	3.3	3.7	4.0
Overall Average		3.7			

Strengths Summary (4s & 5s)

1. Goals, 10. Formality, 15. Leadership, 19. Control, 20. Flexibility, 34. Implementation, 36. Productivity, 37. Effectiveness

Challenges Summary (1s & 2s)

16. Feedback

Comments

...Our biggest problem is turf protection and clamping down on information flow because the wrong person might hear the wrong thing at the wrong time.

...I love what I do and I have an opportunity with this company to "let my light shine" However, I do think we can improve on consistency in the implementation, monitoring and follow-up of new processes.

...Outstanding environment for independent driven professionals. Very clear expectations and plenty of autonomy in meeting those expectations.

...Certain team members work well together while other team members have their own agenda at times.

Sometimes we are too competitive with each other. We sometimes need to "lighten up" and have more fun as a complete team. Overall this team, even with its struggles, has been successful with many critical goals achieved but we still have a distance to go in really becoming a cohesive well oiled team.

...Too much emphasis placed on competition between North & South rather than work toward a mutual goal. Systems should be the same in both areas and implemented to provide consistent direction to all the facilities.