

TEAM SYNERGY DIAGNOSTIC

	Contribution	Voice	Listening	Questioning	Decision making
	The proportion of individual contribution to the group	The honesty and diversity of views shared	The degree to which ideas are understood and incorporated	The degree of curiosity, inquiry, and testing of ideas	The process for how decisions are ultimately made
Team in Synergy Overall Av. 2-3	Proportionate Contribution is weighted to those with the most knowledge or experience based on the problem at hand	Diverse A wide breadth and depth of ideas are actively sought and considered	Active Members seek to both listen and confirm their understanding by paraphrasing and checking in.	Exploratory Questions expand on ideas and open further possibilities for new and different pathways.	Consensus Characterised by collective agreement on what will yield the best result for the business
	Score: 3	Score: 3	Score: 3	Score: 3	Score: 3
Functional Team Overall Av. 1-2	Equal There is conscious effort to share space equally and hear all voices	Honest When shared, voice is honest, real, and unbiased.	Hearing Listening is about hearing one another's views and allowing one's view to be influenced by others	Open Questions invite discussion and debate to tease out variables on existing ideas	Compromise Characterised by majority-rule, based on effective debate
	Score: 2	Score: 2	Score: 2	Score: 2	Score: 2
Dysfunctional Team Overall Av. 0-1	Unbalanced Dominant voices tend to fill the space	Masked True opinions are hidden to fit in or avoid confrontation	Turn-taking There is no listening, only waiting for one's turn to speak	Leading Questions lead to foregone conclusions	Conformity Characterised by conformity to hierarchy, rules and procedures
	Score: 1	Score: 1	Score: 1	Score: 1	Score: 1
Team Average:					

OUR FOCUS AREA FOR IMPROVEMENT AS A TEAM (PICK-ONE):

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Agreed habits to take: