

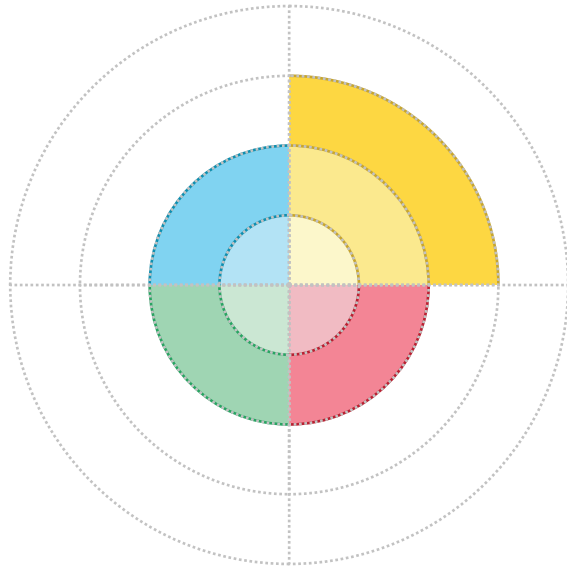
**HERRMANN<sup>®</sup>**  
TEAM  
EFFECTIVENESS  
DASHBOARD

# Sample Team: Summary

## A Quadrant

Research & Analysis  
Measurement  
Goals  
Finance & Budget

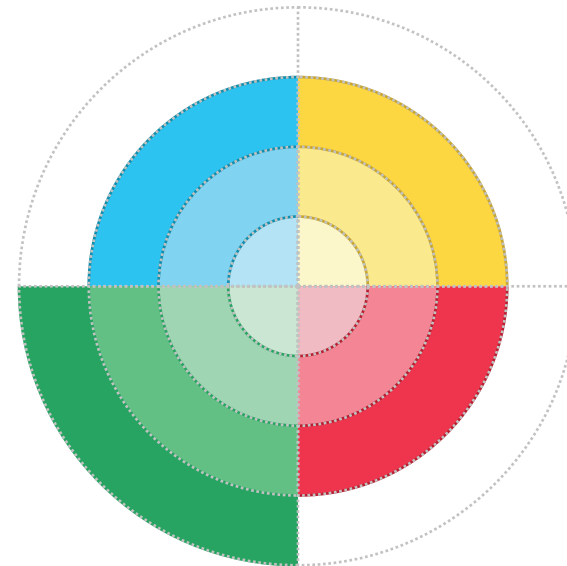
### Current Focus Summary



Plans & Schedules  
Organisation  
Process  
Details

## B Quadrant

### Ideal Focus Summary

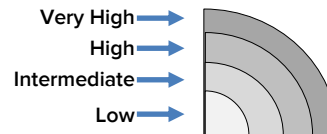


## D Quadrant

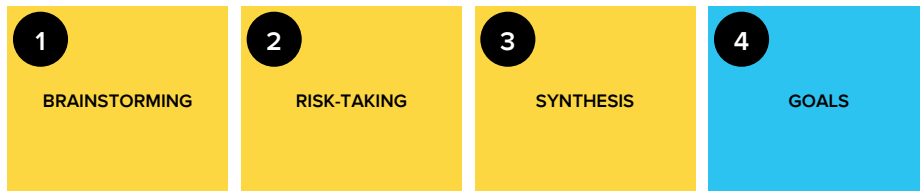
Strategy  
Risk-taking  
Brainstorming  
Synthesis

Communication  
Collaboration  
Relationships  
Empathy

## C Quadrant

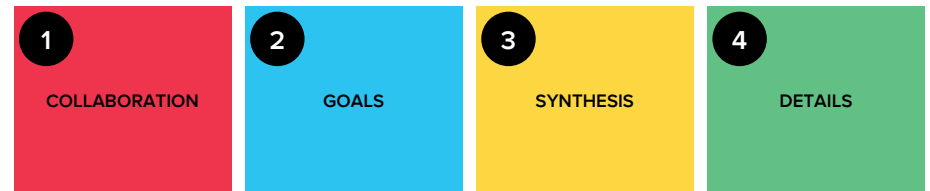


### Current focus areas

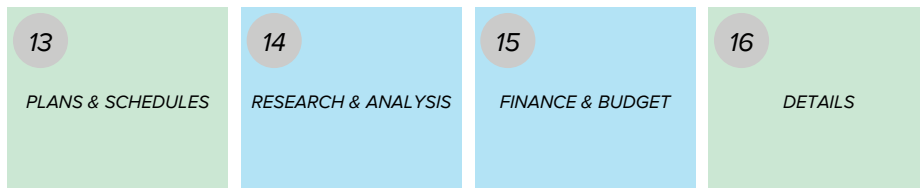


TOP 4

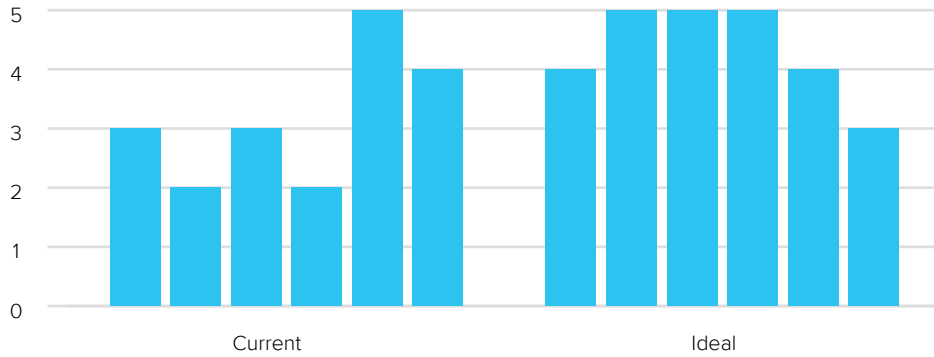
### Ideal focus areas



BOTTOM 4

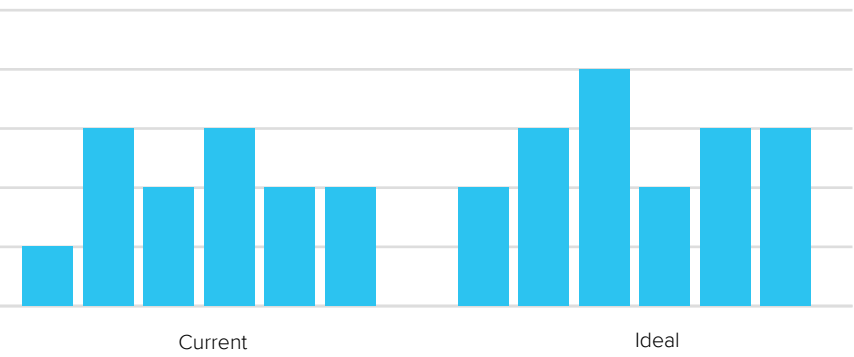


# Sample Team: Responses A



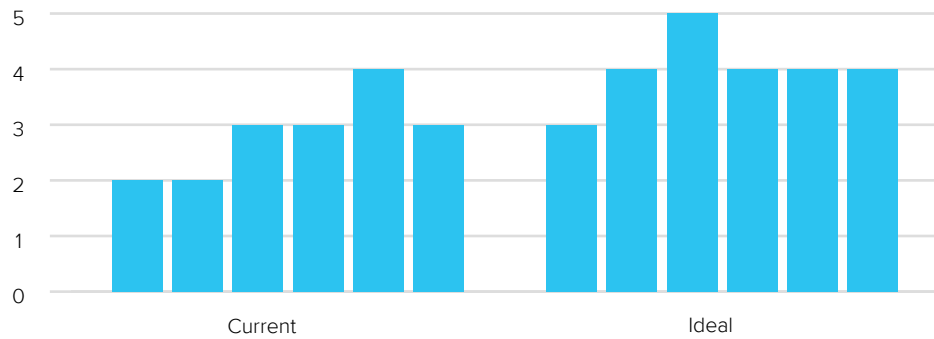
## Goals:

Defining its goals and objectives.



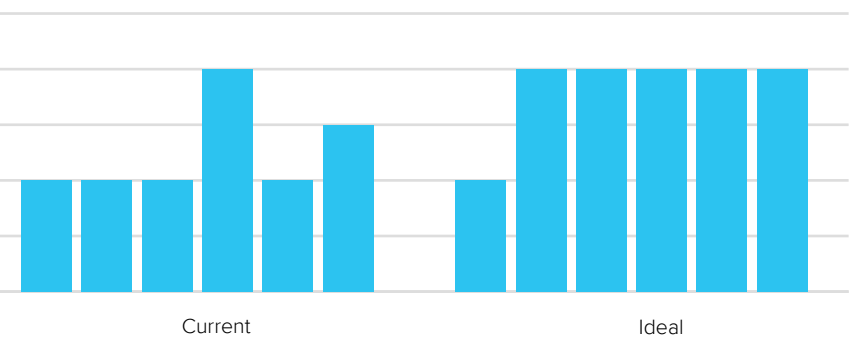
## Finance & Budget:

Focusing on the bottom line and cost efficiency.



## Measurement:

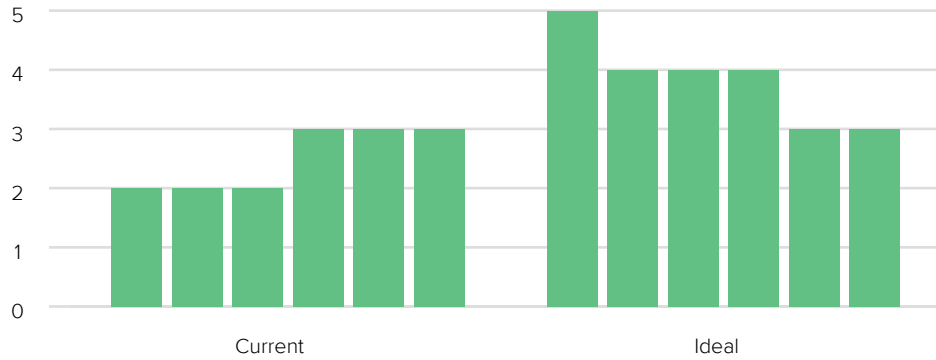
Working towards quantifiable outcomes.



## Research & Analysis:

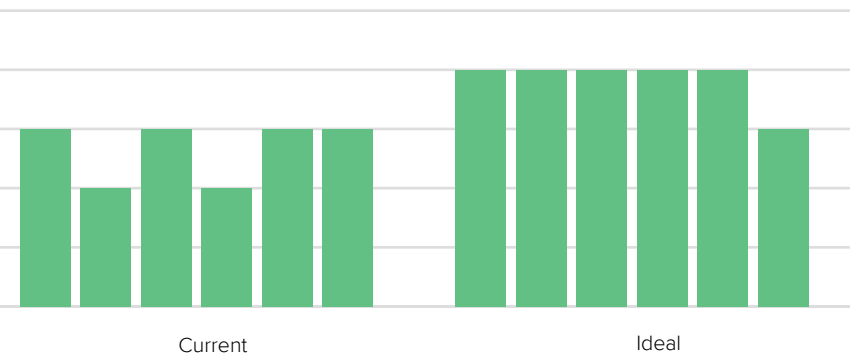
Critically analysing data and carrying out relevant research.

# Sample Team: Responses B



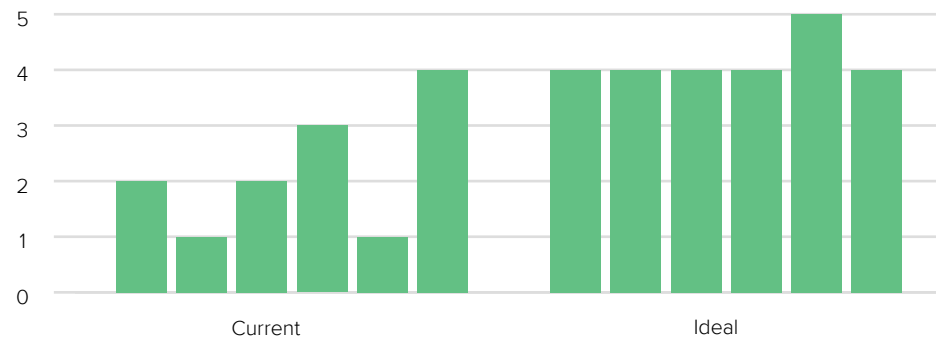
## Organisation:

Allocating tasks in an organised and planned fashion.



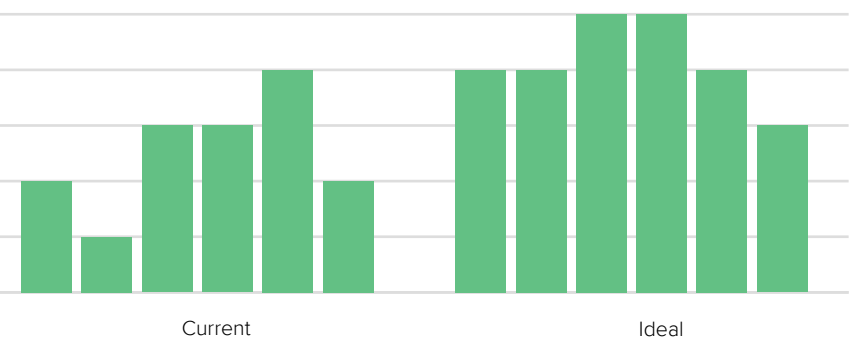
## Process:

Clarifying how to move from point A to point B



## Details:

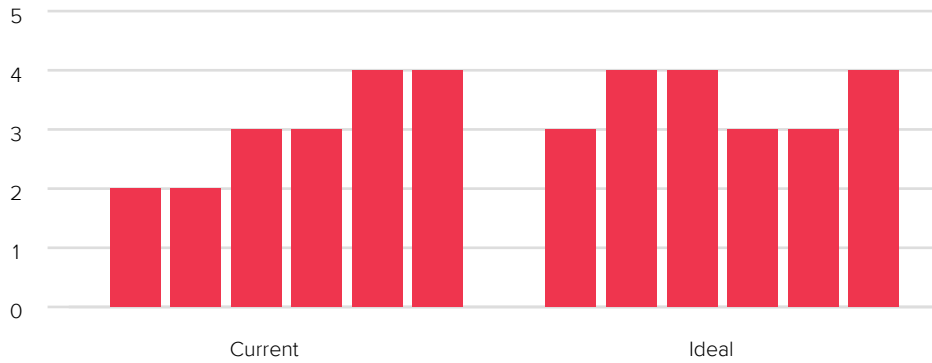
Paying attention to detail and procedures.



## Plans & Schedules:

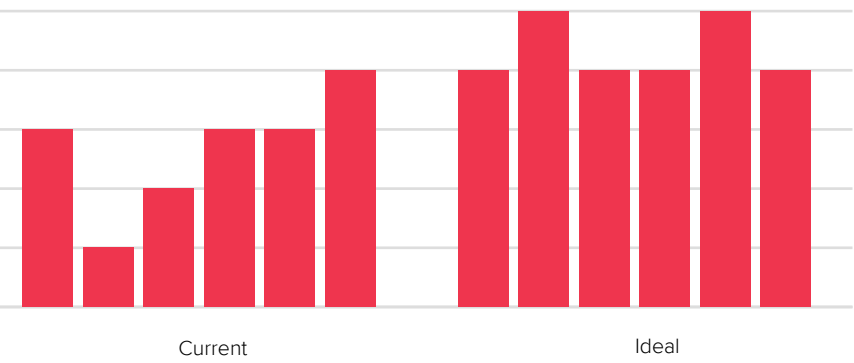
Planning, scheduling or creating a timeline

# V^mpkc Wc^m: Responses C



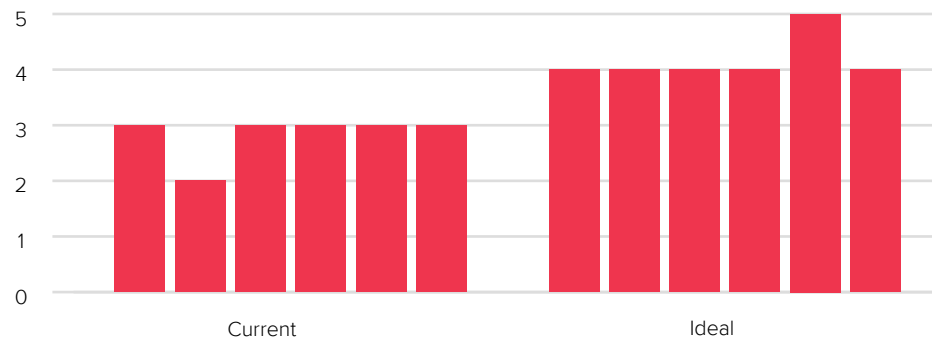
## Relationships:

Building relationships with others inside and outside the team



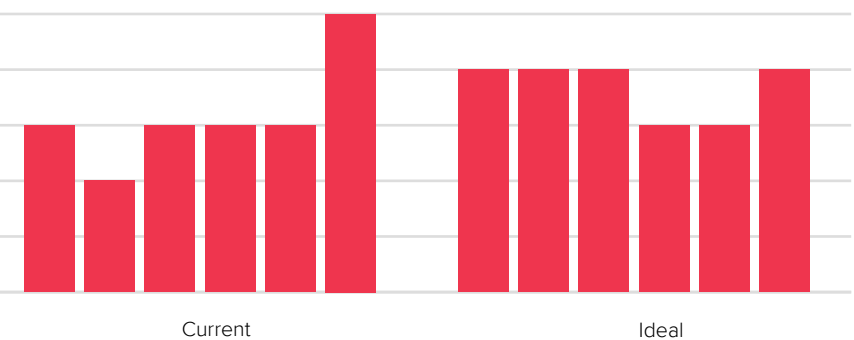
## Collaboration:

Collaborating, listening and allowing all members to express themselves.



## Communication:

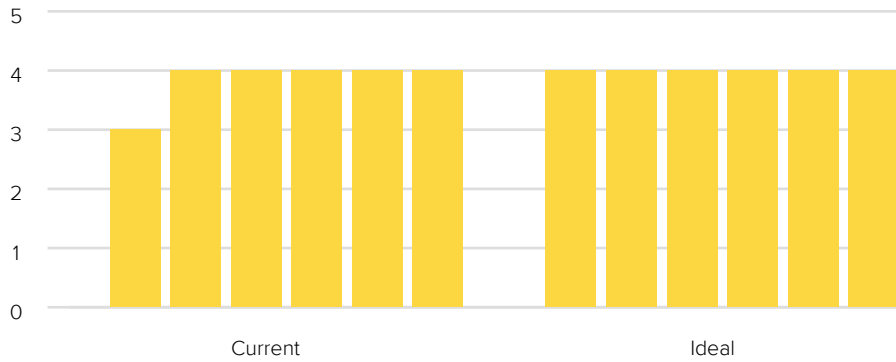
Communicating both internally and externally.



## Empathy:

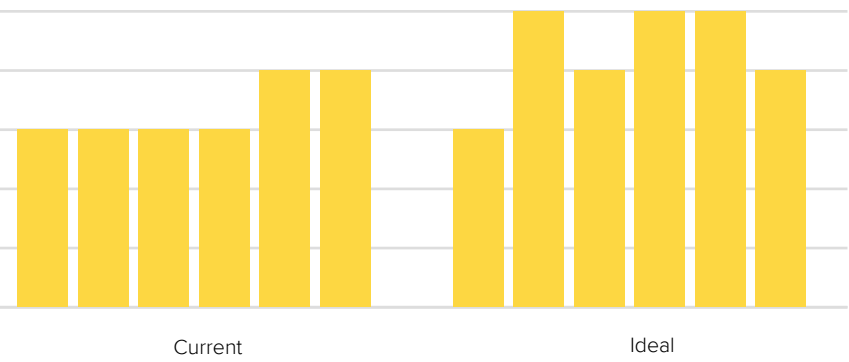
Sensitivity to my needs and the needs of others.

# Sample Team: Responses D



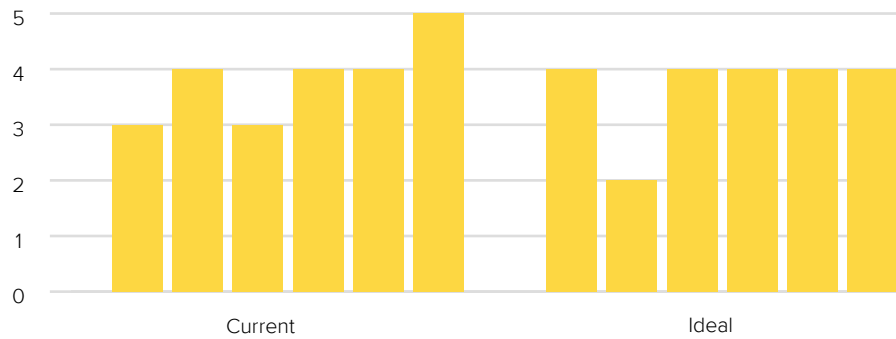
## Brainstorming:

Brainstorming new ideas and solutions



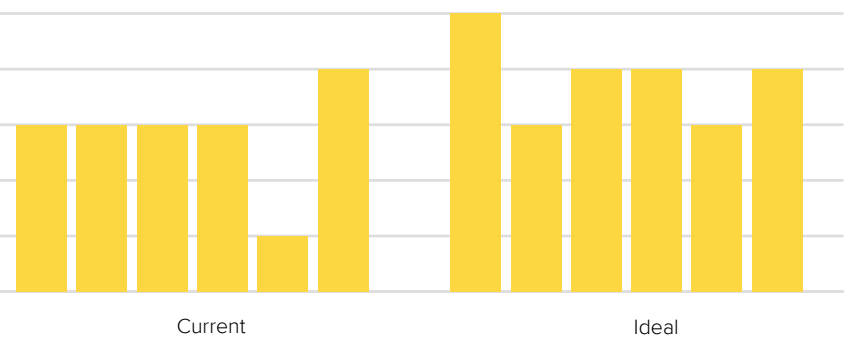
## Synthesis:

Combining and connecting different concepts and ideas.



## Risk-taking:

Risk-taking and thinking outside the box.



## Strategy:

Strategising and visualising the future.

The bars represent the average of responses. The longer the gray line on each bar, the greater the difference of opinion in the responses.

# Sample Team: Quadrant Data Summary



# Sample Team: Purpose

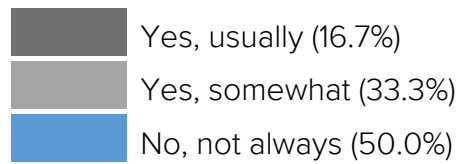
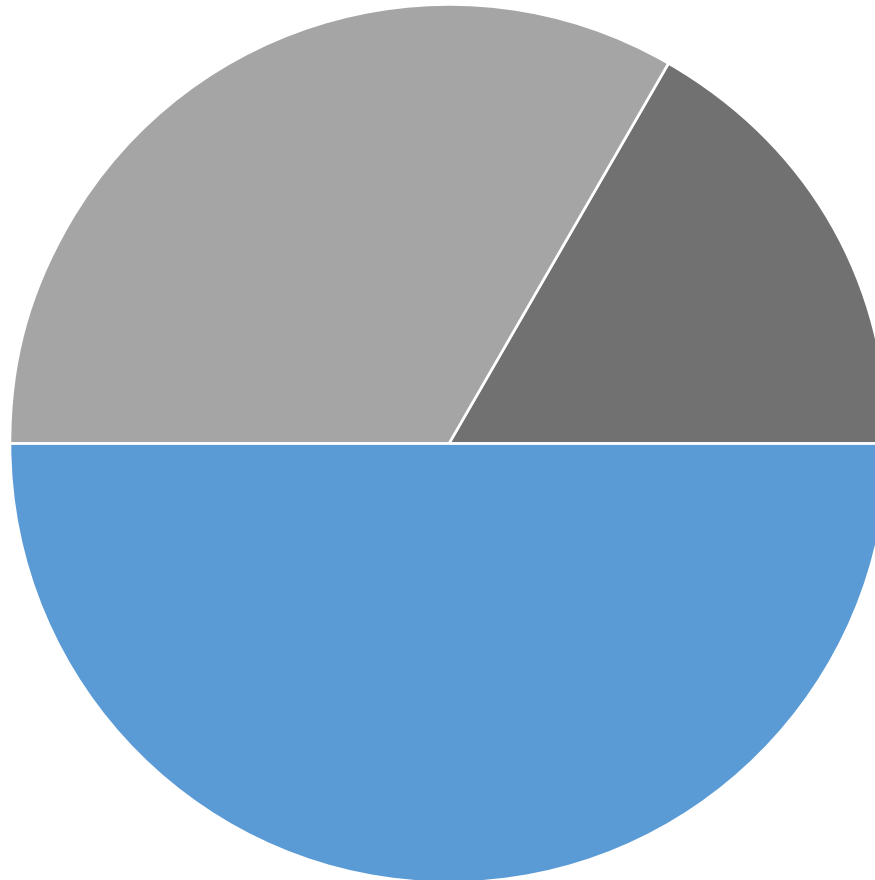
What is the purpose/goal of this team?

- To develop an idea for an iconic building project
- The goal (task) was to support a not-for-profit organization by designing an iconic building
- To write a technical manual and build an iconic building as per tender instructions
- Design an iconic building for NFP
- Create a specs manual for a building
- To work as a team and complete a design project



# Sample Team: Potential

Is this team working at its maximum potential?



# Sample Team: Strengths

What are the strengths of this team?

- Diversity in thinking, Diversity in roles and experience, All thinking preferences are covered in some way, Open communication and feedback
- The team is social and interpersonal. Members wanted to complete (what they believed to be) the task and the team had a strong desire to succeed. The team has diverse thinking preferences and therefore has the potential to lead to creative outcomes if individual members appreciate the differences in thinking styles.
- Mixed thinking styles, all with strengths in different areas to enable the team to achieve the end result. Possibly not analysed enough as we did not achieve the height.
- Collaboration; politeness; respect; considering ideas put forward; critically analyzing what would work and what wouldn't
- understood the purpose, some planning early, allocating tasks, inclusion
- Respect, Intelligence, Diversity, Inclusiveness, Humour

# Sample Team: Challenges

What do you see as the biggest challenges facing this team?

- New relationships could mean people aren't being as open or honest in their feedback. Never working on a previous project together before.
- I was surprised at the lack of team awareness, inclusiveness or the need/input from outlying team members. Some members of the team jumped straight in to solve what they believed to be the problem and there was no consensus on what the task actually was. The task of completing the Manual was left to a couple of members to complete, who tried but failed to engage the overall team in the development or review of the manual. The manual was viewed as boring, whereas the tower-building was energetic and fun... The team has high diversity in thinking preferences and so is equipped to deal with complex issues and creative outcomes, however members need to appreciate the differences in thinking styles in order to work more effectively.
- All understanding the outcome and clear on the steps (who will do what and how) to achieve the end result. Listening and seeking to understand all points of views.
- More timely decision making required; stronger leadership needed; defining everyone's roles and responsibilities better
- not planning where the tower would actually stand or not and writing the manual on something that may not stand
- NA