



Lockwood Leadership Assessment®

Team Assessment

Project Audience 7

Responses Received 7

Response Ratio 100%

Creation Date Mon, Aug 24, 2015

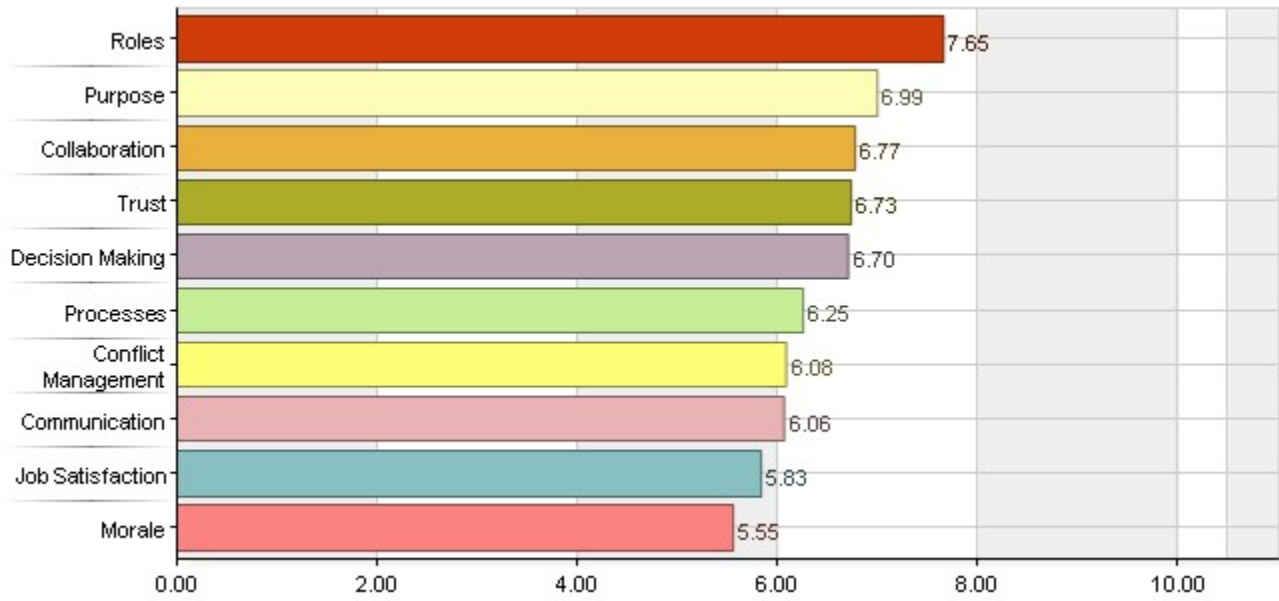
Technology powered by blue 

ABOUT THE ASSESSMENT

What was measured:
Items were scored on a 10 point rating scale.

Performance	What the scale means
1-2	Not at all
3-4	To a little extent
5-6	To some extent
7-8	To a great extent
9-10	To a very great extent

Competency Summary



Highest Rated Items

1	Each of us plays a variety of informal roles within the group such as communicator, mediator, facilitator, or project manager.	8.11
2	Team members have the skills, knowledge, and abilities that are necessary to carry out their formal roles in the group.	7.90
3	Team members provide input to the group based on their expertise.	7.78
4	Our team has clearly defined roles for each team member.	7.40
5	Team members recognize their respective roles within the team.	7.40
6	Team members can be counted on to attend and add value to meetings.	7.40
7	Team members keep confidences of others and the business as appropriate.	7.30

Highest Rated Competencies

1	Roles	7.65
1	Each of us plays a variety of informal roles within the group such as communicator, mediator, facilitator, or project manager.	8.11
2	Team members have the skills, knowledge, and abilities that are necessary to carry out their formal roles in the group.	7.90
3	Team members provide input to the group based on their expertise.	7.78
2	Purpose	6.99
1	Our team is made up of members who seem committed to our group purpose and goals.	7.20
2	We demonstrate an understanding of our overall business strategy in the actions that we take on behalf of the team.	7.11
3	Our team has a clearly defined team purpose.	7.10
3	Collaboration	6.77
1	Team members can be counted on to attend and add value to meetings.	7.40
2	Team members ask others their opinions and share their expertise where appropriate.	7.00
3	We share information with one another about issues impacting our respective areas of responsibility.	7.00

Lowest Rated Items

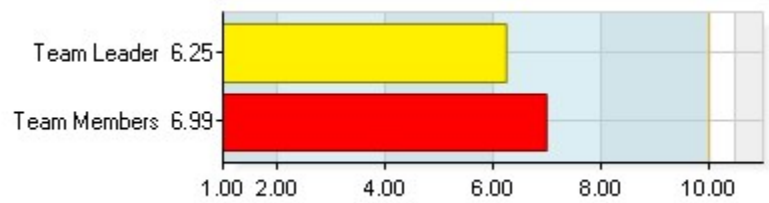
1	We are rewarded and recognized as a team.	5.30
2	There is high morale and spirit in this team.	5.40
3	On our team, participation by all group members is welcomed; no one person dominates any conversation or group meeting.	5.40
4	We have a sense of bold team purpose that energizes us.	5.60
5	We focus on ensuring that team members' individual needs are satisfied as well as team needs.	5.60
6	There is a high level of trust within this group.	5.80
7	We "level" with team members, not hiding true opinions and feelings.	5.80

Lowest Rated Competencies

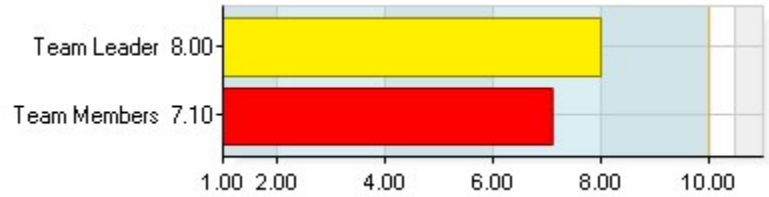
1	Morale	5.55
1	We are rewarded and recognized as a team.	5.30
2	There is high morale and spirit in this team.	5.40
3	We have a sense of bold team purpose that energizes us.	5.60
2	Job Satisfaction	5.83
1	We focus on ensuring that team members' individual needs are satisfied as well as team needs.	5.60
2	Team members demonstrate enjoyment of their roles within the team and the organization.	6.10
3	Members of this team are satisfied with their positions and careers.	6.13
3	Communication	6.06
1	On our team, participation by all group members is welcomed; no one person dominates any conversation or group meeting.	5.40
2	Our team sends consistent messages to all audiences, both internal and external.	6.20
3	Our team shares ideas in a logical and clear manner.	6.20

Purpose

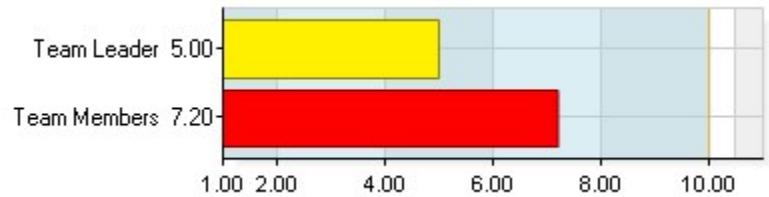
Overall



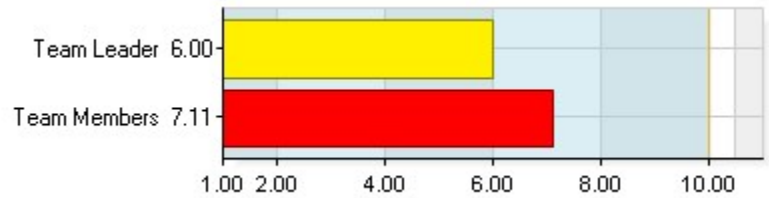
1. Our team has a clearly defined team purpose.



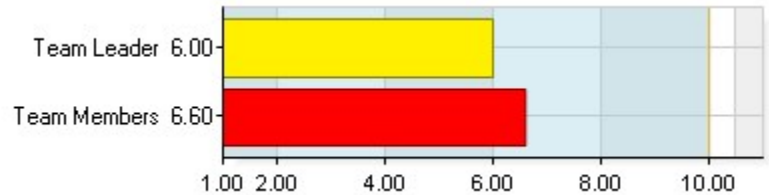
2. Our team is made up of members who seem committed to our group purpose and goals.



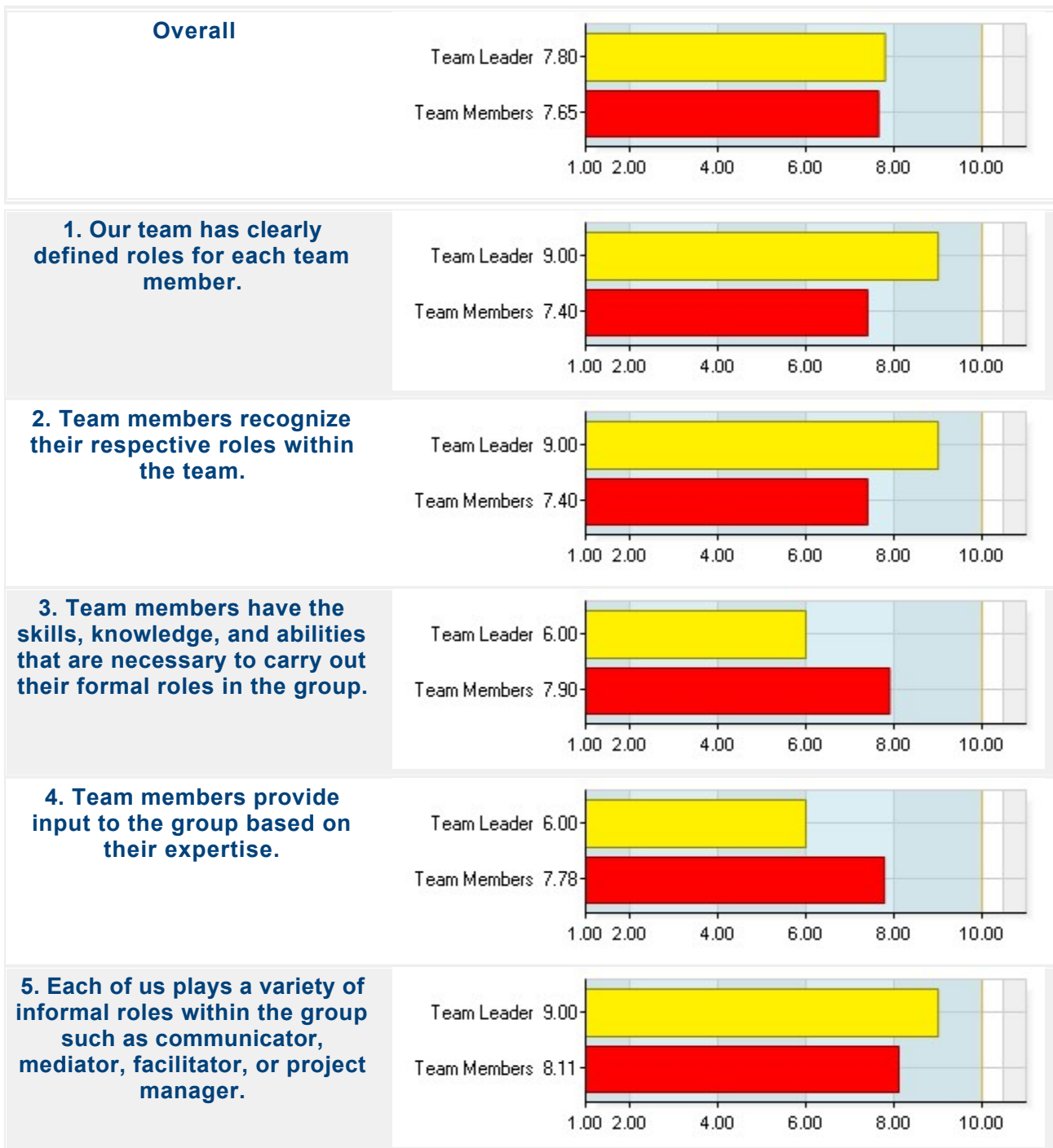
3. We demonstrate an understanding of our overall business strategy in the actions that we take on behalf of the team.



4. We focus actions on those activities that are most critical to achieving our team's strategy.

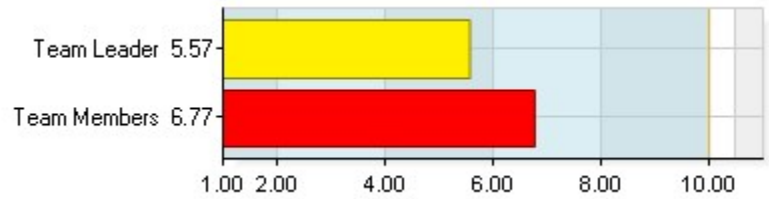


Roles

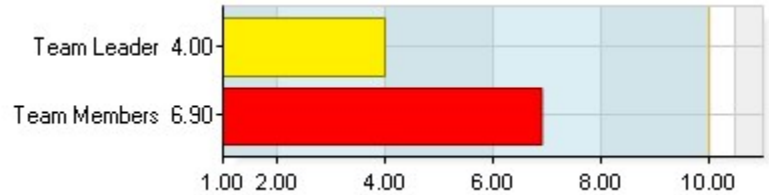


Collaboration

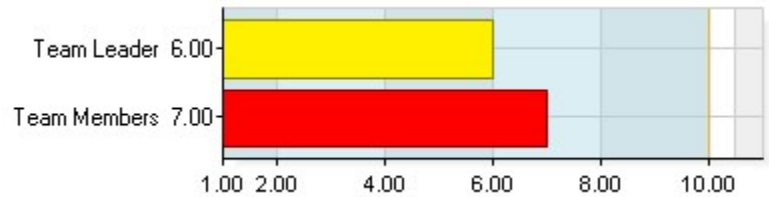
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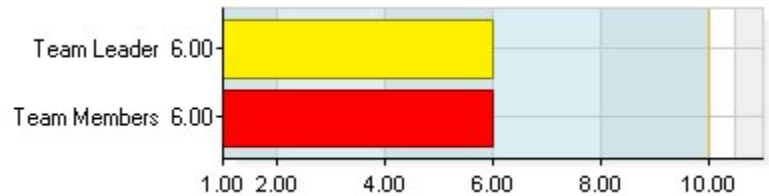
1. We collaborate well as a team.



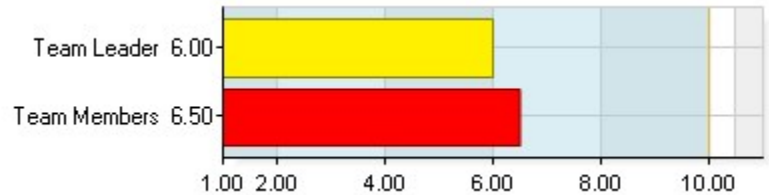
2. Team members ask others their opinions and share their expertise where appropriate.



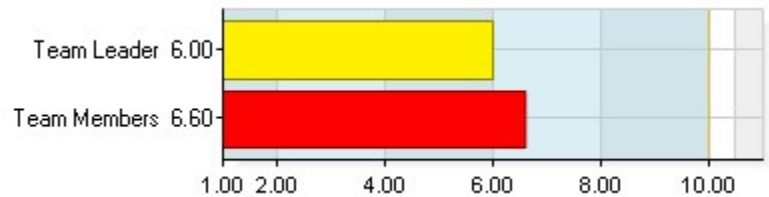
3. Team members welcome input from others, even when that input could be considered criticism.



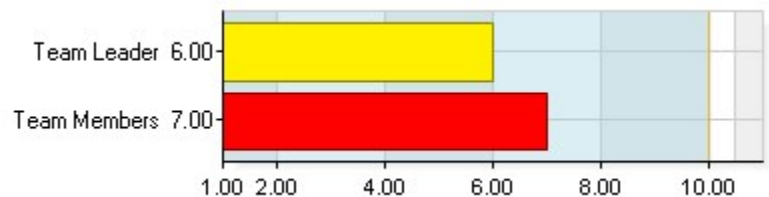
4. As a team, we deal well with overlapping or conflicting priorities.



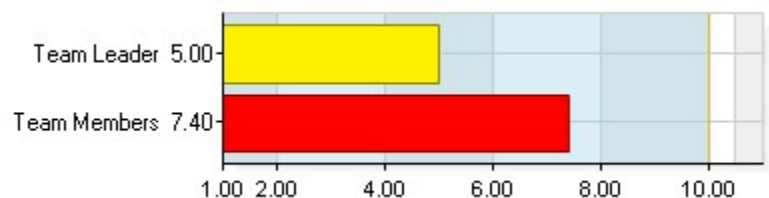
5. We show willingness to compromise or change.



6. We share information with one another about issues impacting our respective areas of responsibility.

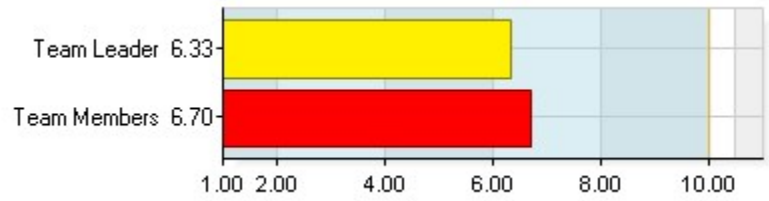


7. Team members can be counted on to attend and add value to meetings.

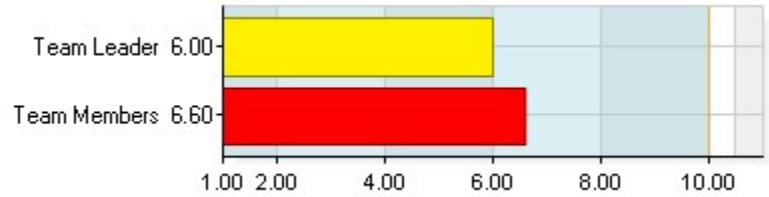


Decision Making

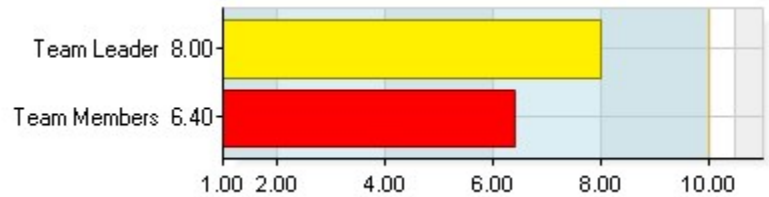
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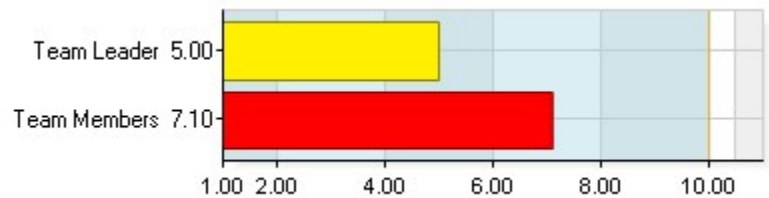
1. Our team makes group decisions that support achievement of the business strategy.



2. Team members involve others in decisions that affect them.

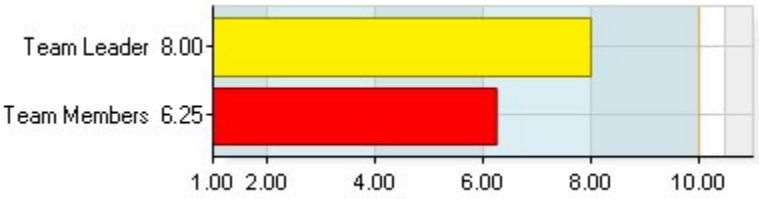


3. Team members support group decisions, especially when the decision is better for the group than for the individual.

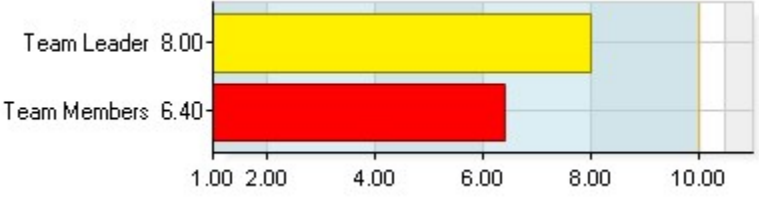


Processes

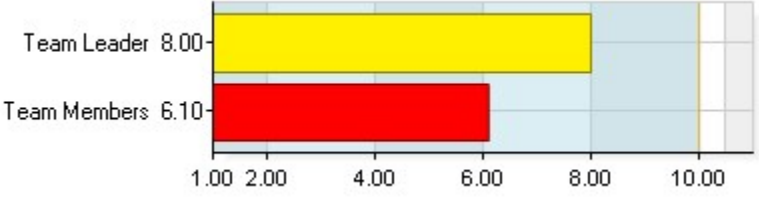
Overall



1. There are clear and documented processes and procedures for agreeing on objectives and planning our work.

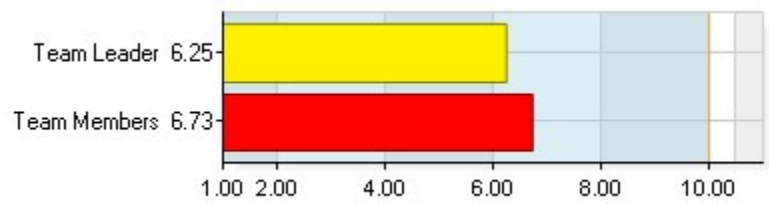


2. There are clear and documented processes and procedures for how we execute our work.

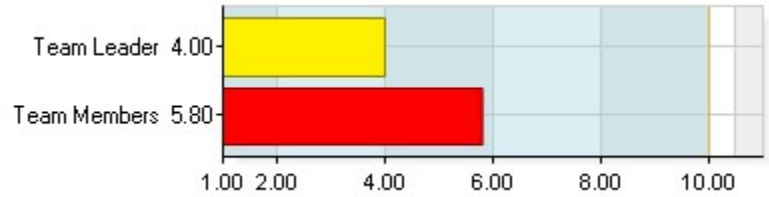


Trust

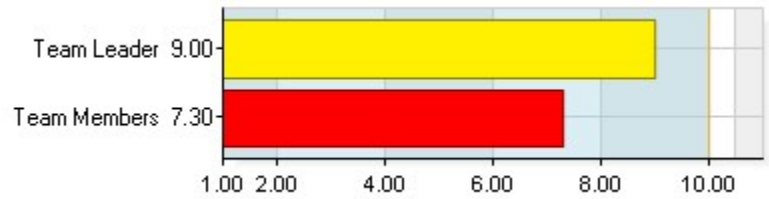
Overall



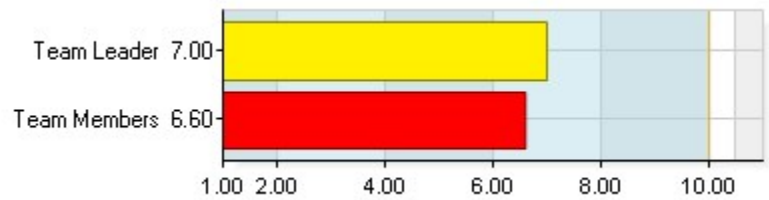
1. There is a high level of trust within this group.



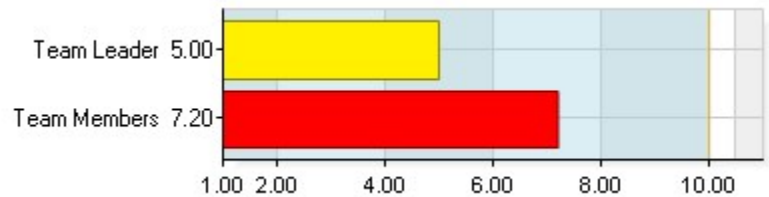
2. Team members keep confidences of others and the business as appropriate.



3. Team members are tolerant and accepting of other people's feelings.

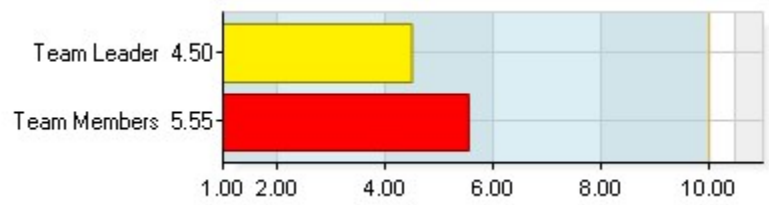


4. As a team, we keep commitments.

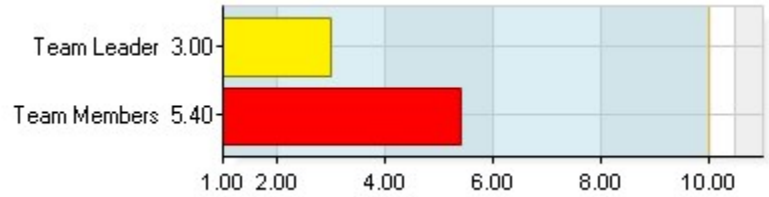


Morale

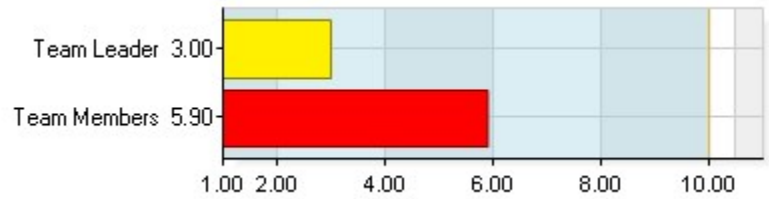
Overall



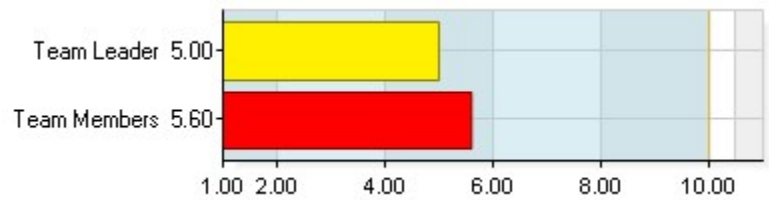
1. There is high morale and spirit in this team.



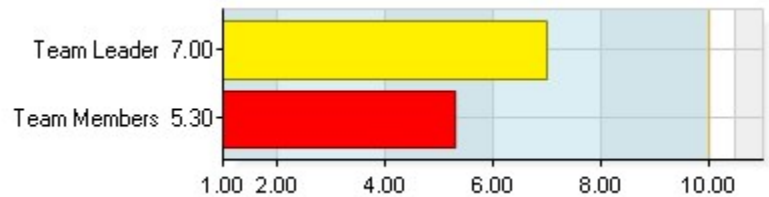
2. This team and its members create a feeling of belonging that motivates our performance.



3. We have a sense of bold team purpose that energizes us.

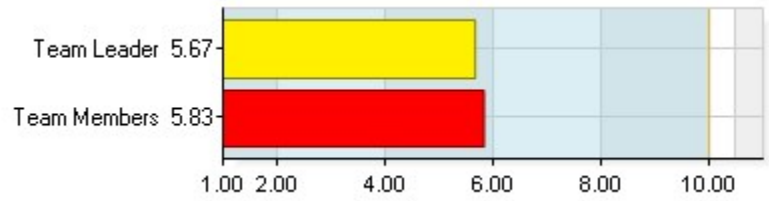


4. We are rewarded and recognized as a team.

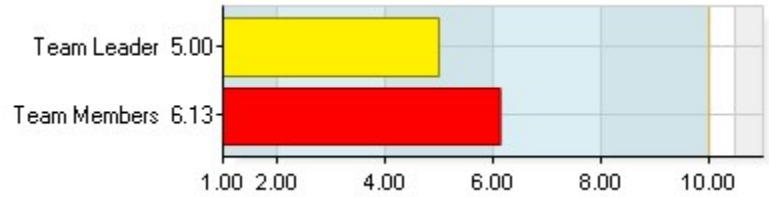


Job Satisfaction

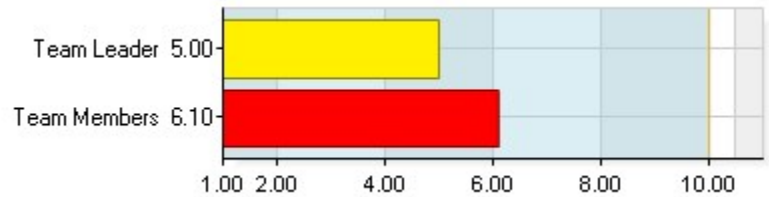
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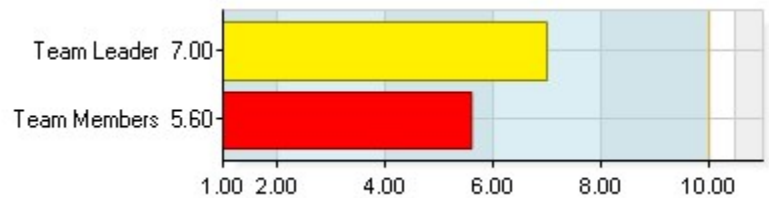
1. Members of this team are satisfied with their positions and careers.



2. Team members demonstrate enjoyment of their roles within the team and the organization.

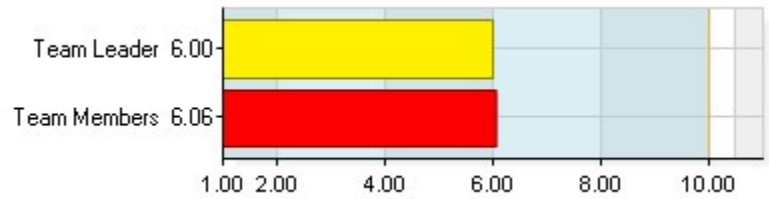


3. We focus on ensuring that team members' individual needs are satisfied as well as team needs.

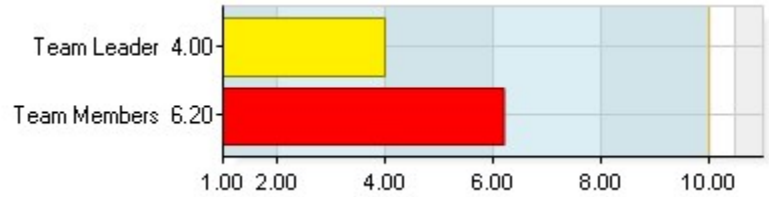


Communication

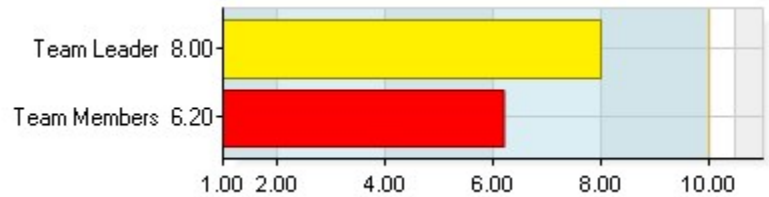
Overall



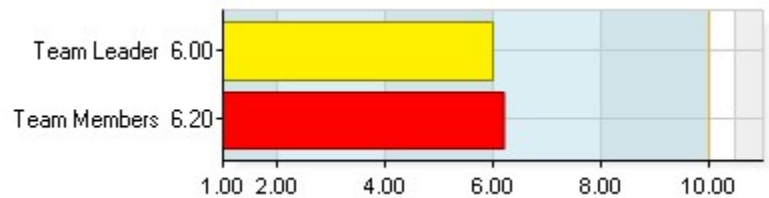
1. Our team sends consistent messages to all audiences, both internal and external.



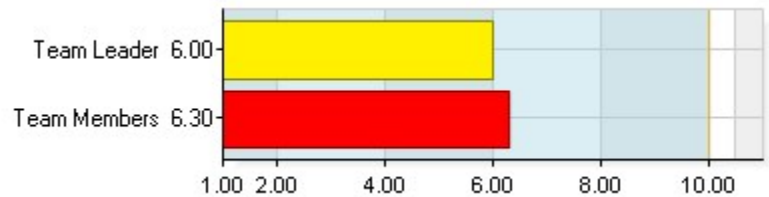
2. Our team shares ideas in a logical and clear manner.



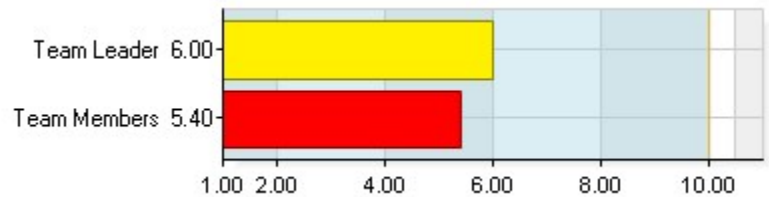
3. We listen to others within the group, checking assumptions and understanding.



4. We ask questions of the right person in order to uncover information.

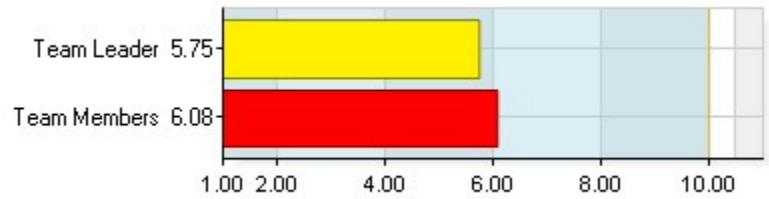


5. On our team, participation by all group members is welcomed; no one person dominates any conversation or group meeting.

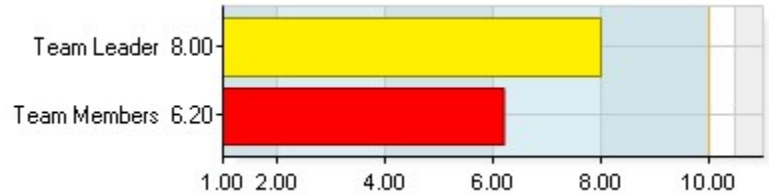


Conflict Management

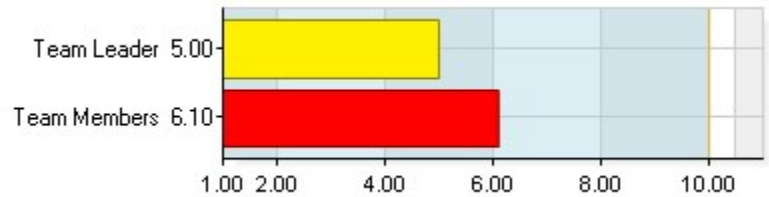
Overall



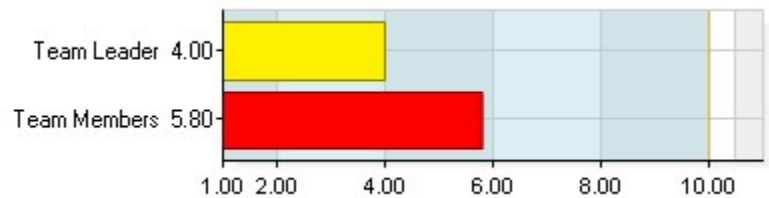
1. We attempt to clear up confusion by seeking additional information and problem solving with the group.



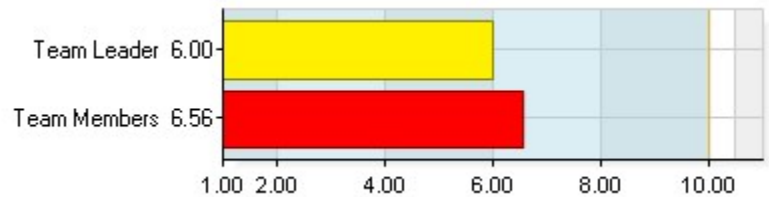
2. Team members deal with differences in the group, instead of ignoring or smoothing over them.



3. We "level" with team members, not hiding true opinions and feelings.



4. We seek solutions to differences that meet the needs of the business and the individuals.



Summary Questions

Is there anything else that would be important to know about how this team operates?

Comment

What additional comments would you make about this team?

Comment