



BlueSky

EXPERIENCES

Team Effectiveness Profile

What is it?

The Team Effectiveness Profile (TEP) is a questionnaire that helps teams learn how to surface, diagnose, and work through the issues that impede effective teamwork. This well established tool has helped teams identify issues that block team effectiveness, reduce or eliminate problems that can drain a team's energy and maximize the team's productive efforts.

Background

The Team Effectiveness Profile focuses on the 5 Categories of Team Effectiveness.

- Mission, Vision and Goals
- Team Roles
- Operating Processes
- Interpersonal Relationships
- Inter team Relationships

The first 4 of these categories are based on those presented by Richard Beckhard in Organization Development: Strategies and Models (1969). Interteam relationship theory is the basis for the fifth category.

What value does it bring?

Appropriate for any type of team and all levels of team members and leaders, the TEP can be used as a stand-alone instrument or as a component in a larger team-building program. The TEP can be used to:

- Measure pre-team building conditions
- Orient new teams to potential problems
- Unblock struggling teams
- Determine post- team-building results

How does it work?

The TEP has been designed to function as a self-administered learning instrument. Team members complete the questionnaire anonymously and return their results for analysis before the event. A facilitated discussion during the team event yields an overall Team Effectiveness Score as well as separate scores for each of the 5 areas indicating the general health of the group and blockages that hinder team effectiveness.

Further analysis reveals specific issues allowing teams to build on their strengths and reduce any development areas. We recommend administering the TEP periodically, as issues will change over a period a time.

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Success!

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