

Identify opportunities and obstacles for optimal group performance.

**Outcomes:** Satisfaction, Results, Agility, Sustainability

## Measure and Improve The Drivers of Team Performance

Team Vital Signs is a validated, web-enabled assessment that quickly captures essential indicators of your team's health – and offers a clear path toward peak performance.

What's driving your team performance?

## Value: Key People Factors

The organizational climate (or culture) influences critical employee behaviors such as communication, problem-solving, and accountability – factors that affect customers, employees, quality and profitability.

### TVS HELPS YOU...

- Strengthen team effectiveness.
- Prepare for new challenges and changes.
- Open dialogue about the team's dynamics.
- Measure results of interventions.
- Identify development needs.
- Create a shared vision of what it means to be a team.
- Pinpoint areas for the leader's and team members' attention.

An effective, rapid, web-enabled organizational profile that...

- ◆ Focuses leaders on the people-side factors that drive performance.
- ◆ Highlights hot spots limiting your performance.
- ◆ Accelerates buy-in for change.

### LEARN MORE:

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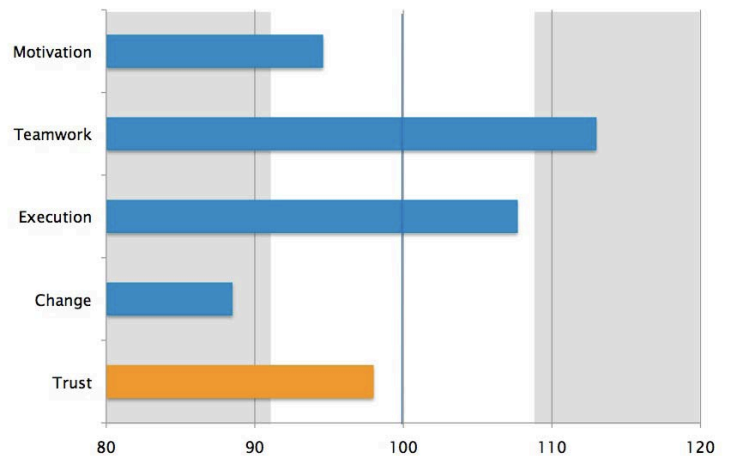
[www.6seconds.org/tools/](http://www.6seconds.org/tools/)

The TVS assessment provides a snapshot of the group's climate – an index of quality of the team. The climate is the context in which employees work each day and the data shows it strongly influences how they do their jobs. Measuring the climate focuses change and development efforts, tracks results, and improves management practice.

# Applications: Your People Dashboard

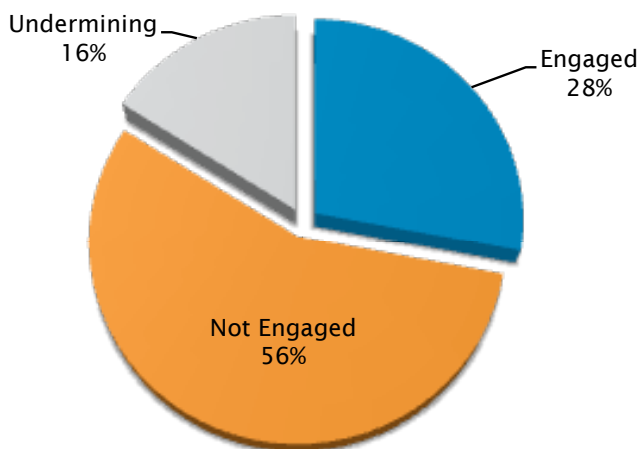
## EFFECTIVE USES FOR TVS:

- Assess the team prior to a development program.
- Prepare the team to lead change.
- Use the TVS framework as a process for individual and team goal setting.
- Track TVS outcome results as an indicator of leadership effectiveness.
- Pre/post surveys measure the value of coaching and training.



Get a clear visual map of the key factors driving people performance -- and the performance outcomes (see next page).

## IS YOUR TEAM ENGAGED?

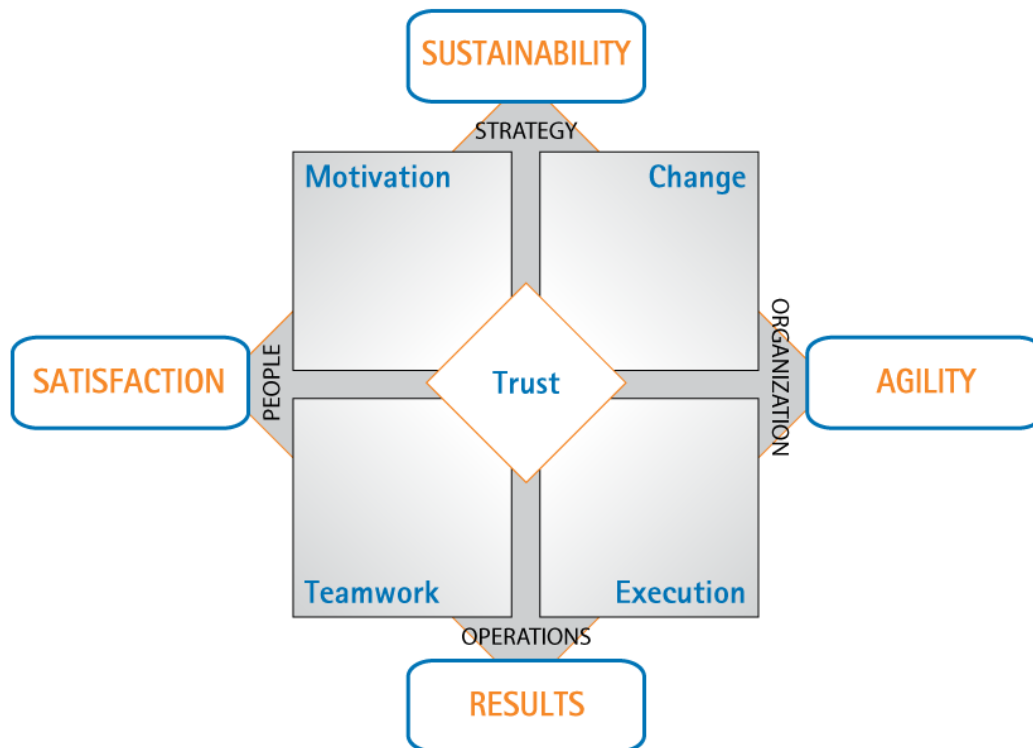


TVS is published by Six Seconds, a global organization driving positive change and people performance. For 14 years, clients such as FedEx and the UN have relied on Six Seconds' innovative tools for individual and organizational change. Learn more at [www.6seconds.org](http://www.6seconds.org)



What is the level of trust in the team? Trust affects all areas of climate, and dramatically impacts how people perform. How motivated are your team members? Do they perceive this group is actually a team? Are they executing effectively? How open are they to change?

## The TVS Model



The survey addresses the four factors that shape climate plus an overlay dimension of Trust:

- **Motivation** is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
- **Change** is the readiness to innovate and adapt to succeed in a continuously evolving situation.
- **Teamwork** is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
- **Execution** is the ability to achieve strategic results by implementing effective tactics.
- **Trust** is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.

Based on research and experience, we know these key factors drive critical performance outcomes -- which are also measured by the OVS:

- **Satisfaction:** Are you able to retain top talent?
- **Results:** Are you achieving your goals?
- **Agility:** Can you take up new challenges?
- **Sustainability:** Will it last?

*This team version of the Vital Signs toolkit is aligned with the Organizational Vital Signs for the enterprise, and the Leadership Vital Signs for the individual.*