



[CLIENT] TEQ RESULTS

Sample TEQ RESULTS.xls

4 DIGIT IDENTIFIER

GOALS

#s 1-5 Core Mission, Vision, Values	2	2	2	2	2												2
#s 6-16 Objectives	2	2	2	1	1	10	2	1	1	1	1						2.181818

GOALS 2.090909

ORGANIZATION

#s 17-18 Organizational Structure	1	1															1
#s 19-21 Resources	2	2	2														2
#s 22-27 Roles	1	2	1	1	1	8											2.333333

ORGANIZATION 1.777778

PROCESSES

#s 28-33 Meetings	2	2	2	2	2	2											2
#s 34-43 Decision-Making	7	5	2	2	2	2	4	2	2	3							3.1
#s 44-47 Conflict Resolution	2	2	2	2													2
#s 48-52 Leadership	2	1	1	1	2												1.4
#s 53-56 Planning	2	1	1	1													1.25
#s 57-58 Documentation	2	2															2
#s 59-65 Process Improvement	5	2	2	2	2	2	2										2.428571
#s 66-69 Training	2	1	1	1													1.25

PROCESSES 1.928571

RELATIONSHIPS WITHIN TEAM

#s 70-80 Trust and Support	1	1	1	1	1	1	1	1	1	1	1	1					1
#s 81-82 Expectations	1	1															1
#s 83-85 Reward/Recognition	1	1	1														1
#s 86-90 Integrity	1	1	1	1	1												1
#s 91-95 Teamwork	1	1	1	2	1												1.2

RELATIONSHIPS WITHIN TEAM 1.04

RELATIONSHIPS, OTHER TEAMS

#s 96-110	2	2	2	2	3	3	3	3	1	3	2	3	3	2	2		2.4
-----------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	--	-----

RELATIONSHIPS, OTHER TEAMS 2.4

OVERALL PERCEPTION OF THE TEAM 1.847452

Sample TEQ RESULTS.xls

4 DIGIT IDENTIFIER

GOALS

#s 1-5 Core Mission, Vision, Values	2	7	2	7	6															4.8
#s 6-16 Objectives	5	7	6	2	5	7	6	6	2	2	3									4.636364

GOALS 4.718182

ORGANIZATION

#s 17-18 Organizational Structure	7	7																		7
#s 19-21 Resources	6	7	7																	6.666667
#s 22-27 Roles	3	5	4	8	7	6														5.5

ORGANIZATION 6.388889

PROCESSES

#s 28-33 Meetings	5	6	2	3	3	3														3.666667
#s 34-43 Decision-Making	6	7	7	7	7	6	7	6	5	5										6.3
#s 44-47 Conflict Resolution	5	5	4	4																4.5
#s 48-52 Leadership	6	6	6	9	8															7
#s 53-56 Planning	7	7	7	6																6.75
#s 57-58 Documentation	7	7																		7
#s 59-65 Process Improvement	7	6	6	7	6	6	7													6.428571
#s 66-69 Training	6	6	6	6																6

PROCESSES 5.955655

RELATIONSHIPS WITHIN TEAM

#s 70-80 Trust and Support	7	6	8	6	6	6	5	8	5	5	5									6.090909
#s 81-82 Expectations	5	6																		5.5
#s 83-85 Reward/Recognition	6	6	6																	6
#s 86-90 Integrity	5	7	5	4	7															5.6
#s 91-95 Teamwork	4	5	8	4	5															5.2

RELATIONSHIPS WITHIN TEAM 5.678182

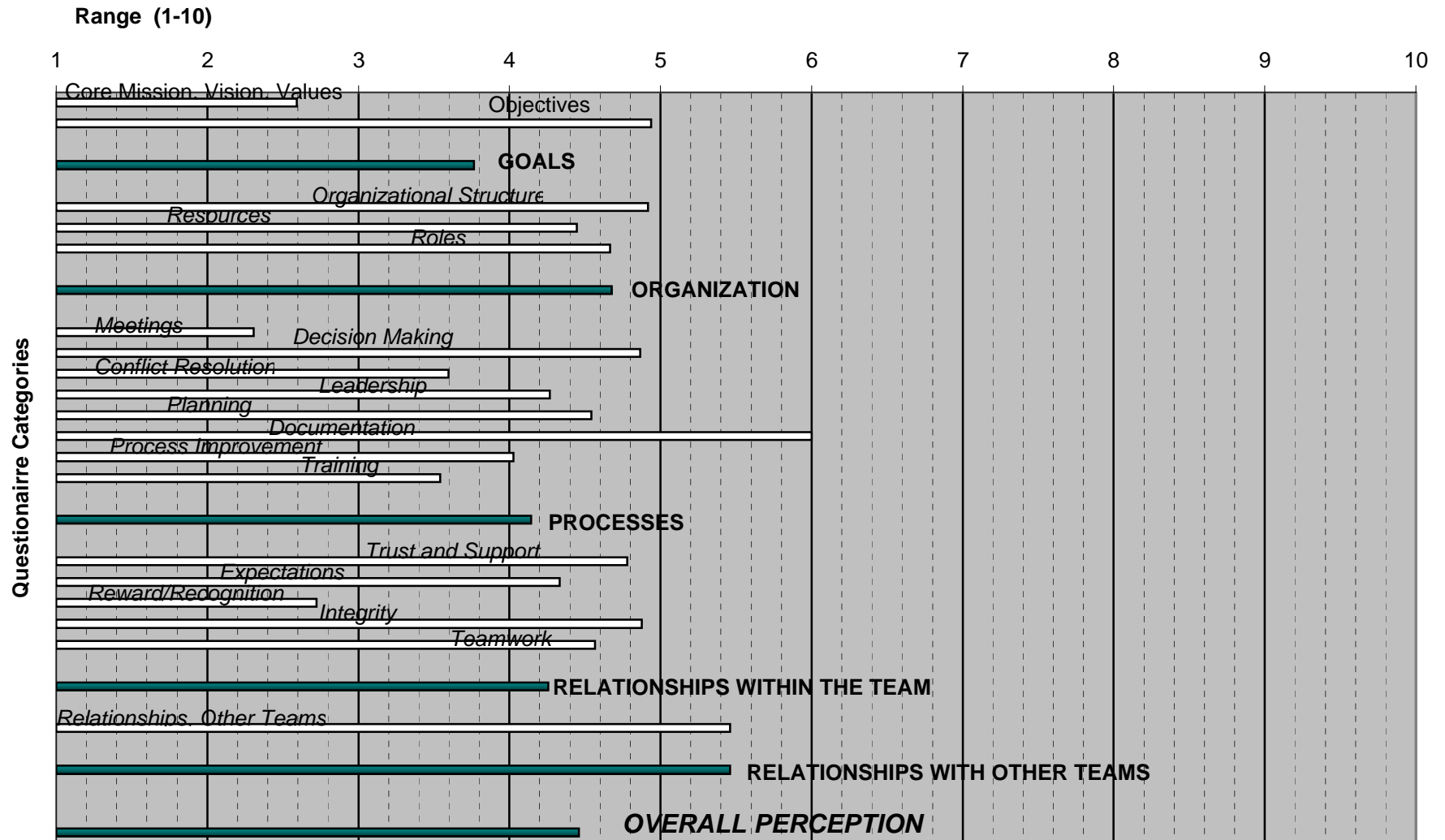
RELATIONSHIPS, OTHER TEAMS

#s 96-110	7	7	9	8	8	8	8	9	7	7	7	9	8	8	8					7.866667
-----------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	--	--	--	--	----------

RELATIONSHIPS, OTHER TEAMS 7.866667

OVERALL PERCEPTION OF THE TEAM 6.121515

SUMMARY SHEET: Team Effectiveness Questionnaire Mean Scores



Comments

Strengths

1. We all generally strive to serve our customers internally and externally the best we way can, above and beyond duty.
2. The advanced leadership of the VP.
3. *the years here that some of the team members have
4. individual talents, experience, and personalities
5. Good employees but we have very little team playing. Everyone is doing their own thing. No one knows about each others job nor could help you if needed.
6. Everyone being at work when needed so that they can do their part of the work.
7. Able to work in a fast pace office with little or no time for communication with each other
8. Good goals that are attainable.
9. Expertise of individual contributors. Commitment to organization's purpose.

What Is Holding This Team Back?

1. Communication, unfairness, holding on to things that does not matter any more.
2. Inability to conform to a uniform way of solving problems and working together. We have talented people but the wrong attitudes.
3. *letting go of past problems and move forward to the future in positive way
*regaining trust in each other back
4. individuals' workloads; for some, pressure to produce, even if not pressured by supervisor. for others, more consistent pressure needed to produce
5. Broken relationships. We need more structured work environment. Something that would make us all understand and respect each other job duties.
6. Respect for one another.
7. Able to work in a fast pace office with little or no time for communication with each other
8. The employees do not treat each other with respect. There is a great deal of anger between several employees.
9. We tend to operate in 'silos' - i.e., employment, benefits, etc. rather than as a cohesive unit at times. In a small unit such as this, individual skill deficiencies are more apparent.