



THE TEAM PERFORMANCE PROFILE



The Team Performance Profile is a multi-rater instrument that provides a 360-degree view of how well the team is performing in terms of the nine critical work functions. It provides teams with a mini audit showing where the team's strengths and weaknesses lie.

Feedback is given by all team members, other teams in the organisation, management, colleagues and customers. Through this feedback, the team will understand what it needs to do in order to move forward.

"The most important learning for the team came from the execution of the Team Performance Profile."

Dale McMillin,
McMillin Consulting

THE QUESTIONNAIRE

- Contains 54 - items
- Available electronically or paper based
- Takes approximately 15 - 20 minutes to complete
- Rigorously researched and validated
- Written in straightforward, positive language

The advantage of using 360-degree feedback is that the team receives information from a number of individuals, which helps to eliminate the problem of 'group think'. It also provides an objective view of the team's performance as a whole, rather than focusing on the individuals within it.

APPLICATIONS

- Examine the team's processes and priorities to establish agreement of purpose
- Identify training and development requirements
- Benchmark the team's performance
- Develop action plans for improvement
- Highlight team's strengths and weaknesses
- Take a strategic and holistic view of the role of the team

BENEFITS

- Enables the team to see a 'snapshot' of their performance, which can be used as a benchmark for future audits
- Allows the team to pinpoint those work functions they perceive as being the key to their effectiveness
- Identifies those tasks which could be redistributed to the most appropriate team members, so that energies are channelled more effectively
- Helps the team to improve their interactions with other groups
- Provides a simple language teams can use to communicate more effectively

A Profile Guide is included with every Team Performance Profile, containing answers to commonly asked questions about the Profile. It also includes an Action-Planning Workbook, which teams can use to improve their performance.