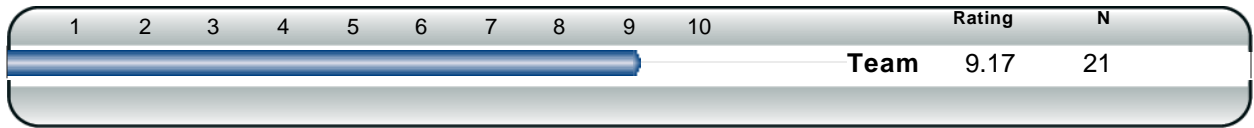




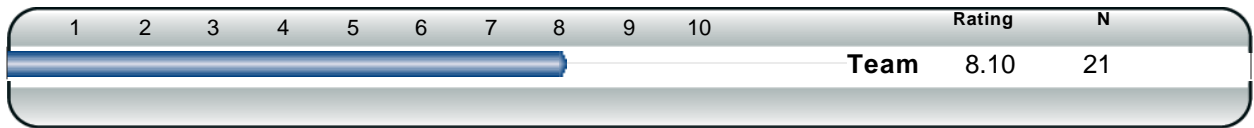


## Category Summary

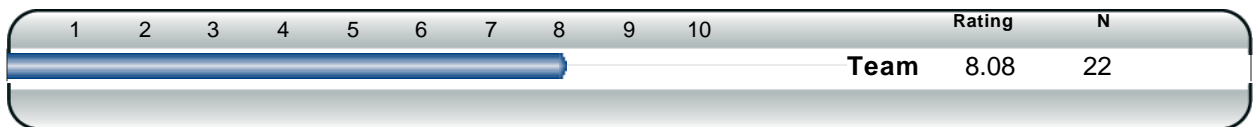
### Results-Oriented



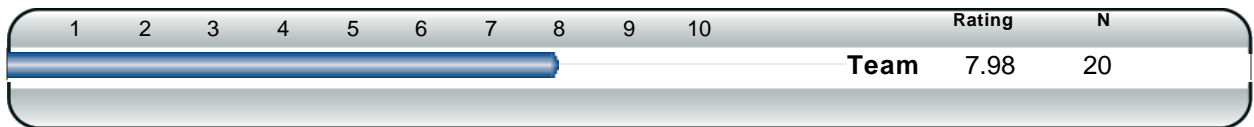
### Roles and Responsibilities



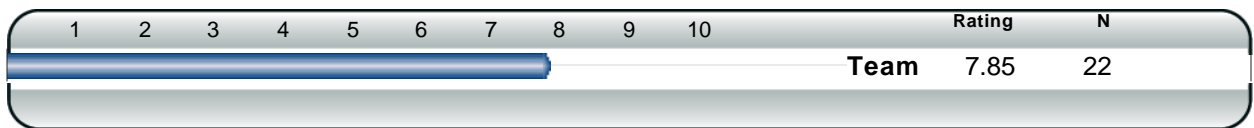
### Interpersonal Effectiveness



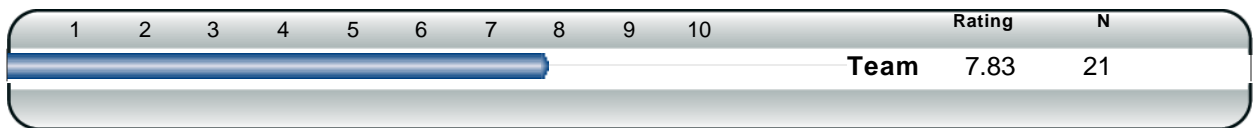
### Trust



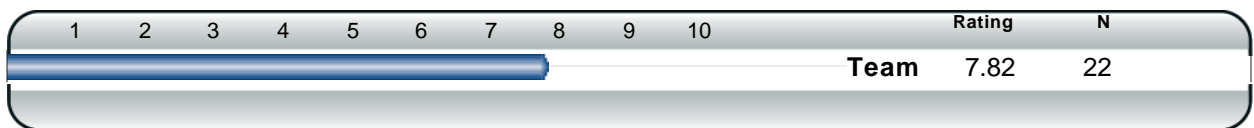
### Communication



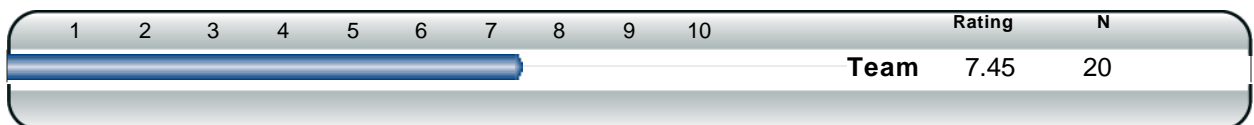
### Team Cohesion



### Environment



### Conflict Management





### Summary Questions

- *Communication between groups has improved.*
- *Level of awareness relating to problem issues and trying to address some of them.*
- *Morale has improved significantly.*
- *Significant increase in productivity.*
- *There is definitely a core group of people who are trying hard to improve our culture.*
- *Trust, openness and team building.*



















### Item Ratings with Comments - Highest to Lowest

**STOP: - Behaviors or conditions that bother you and why - (cont'd)**

- *People are too busy to keep everyone informed - ultimately leads to breakdowns.*

**START: - Improvements that you desire**

- *Let's continue working at preventing breakdowns.*
- *Start placing a higher priority on staff or update meetings (they are routinely cancelled due to schedules and workload) we need them to understand what's going on.*
- *Think it through - who needs to know about this project? Also, don't get offended if left out - it's usually just an oversight.*
- *We need to do a better job communicating what each other is working on. This could be in the form of project updates.*







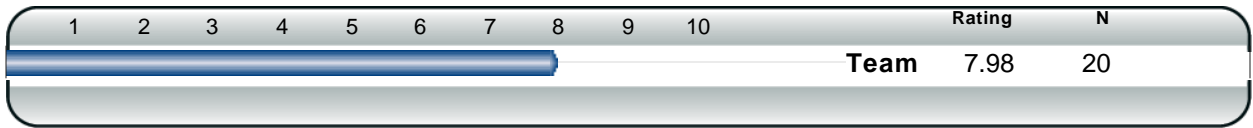




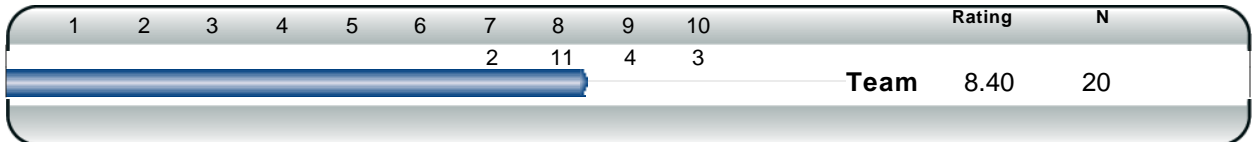


### Item Ratings - By Category

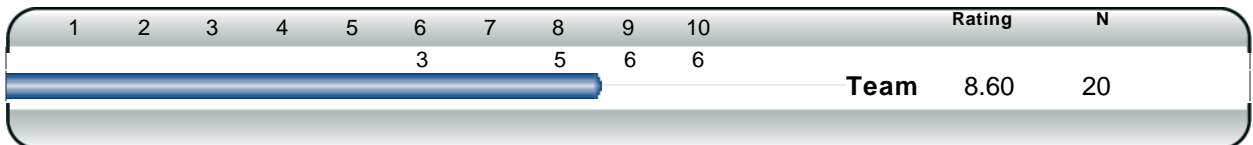
#### Trust



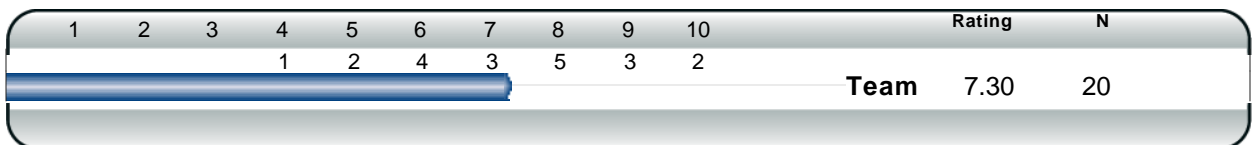
#### 19. Individuals follow through on commitments to each other.



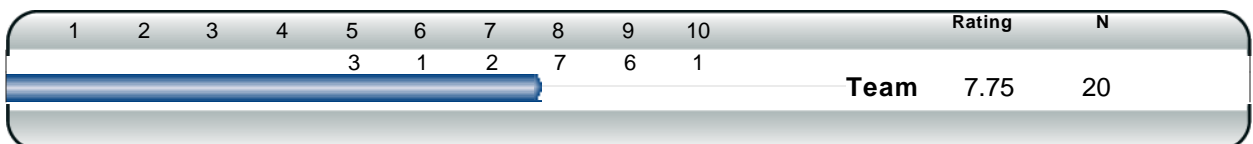
#### 20. Individuals maintain confidentiality.



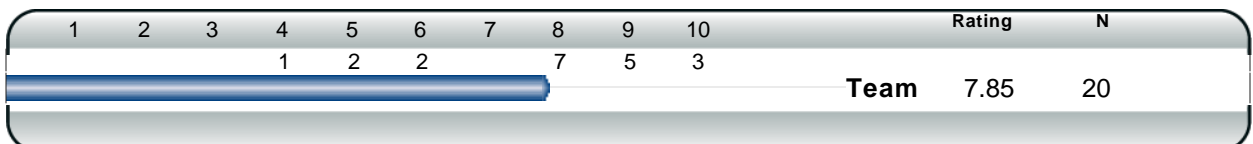
#### 21. Individuals speak only in positive terms about those who are not present.



#### 22. There is a high degree of trust among team members.



#### 23. Team members can share ideas and perspectives without fear of negative repercussions.



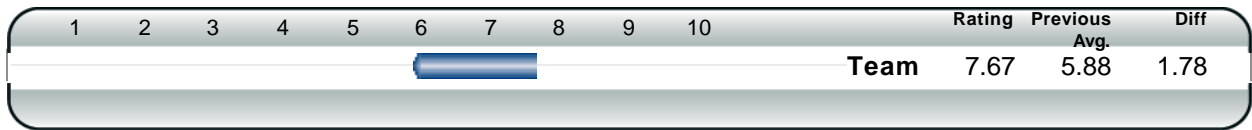




September 2015 vs. January 2016

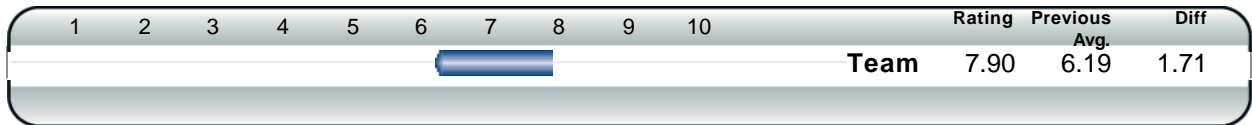
**12. Team members can describe the roles and responsibilities of other members.**

*(Roles and Responsibilities)*



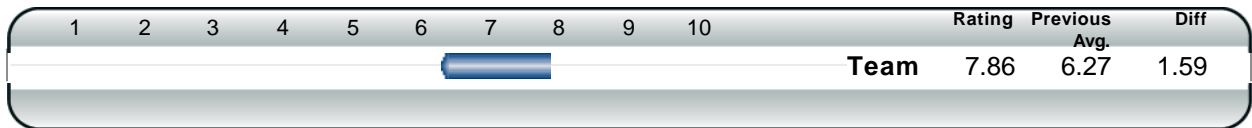
**14. The team represents itself effectively as a cohesive group to the rest of the organization.**

*(Team Cohesion)*



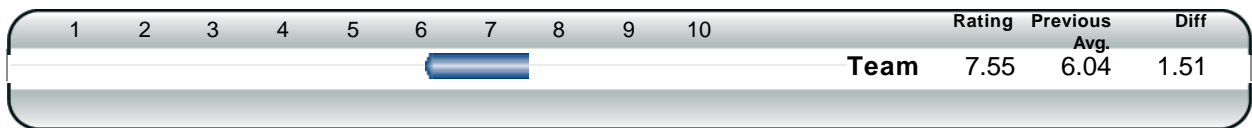
**9. Team members focus on learning, not blaming, when a mistake or failure occurs.**

*(Interpersonal Effectiveness)*



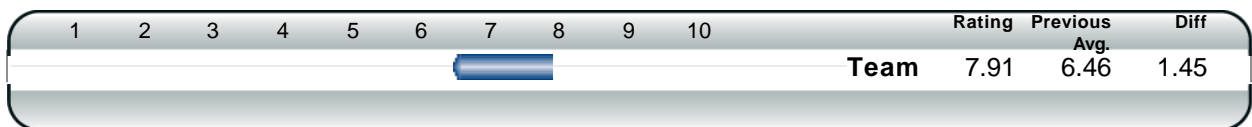
**6. Conflict between team members is typically resolved with win-win solutions.**

*(Conflict Management)*



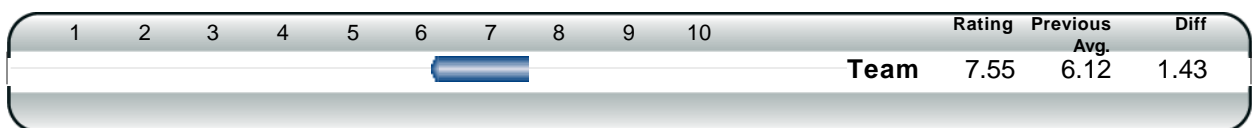
**2. Communication among team members is open and honest.**

*(Communication)*



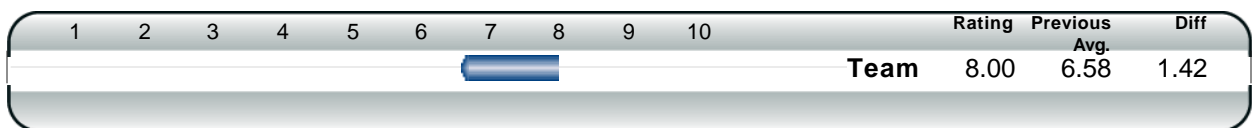
**15. Team members place team and organizational goals before individual success.**

*(Team Cohesion)*



**16. Team members demonstrate genuine concern for each other's success.**

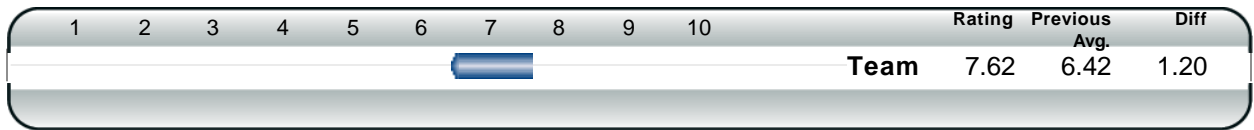
*(Team Cohesion)*



September 2015 vs. January 2016

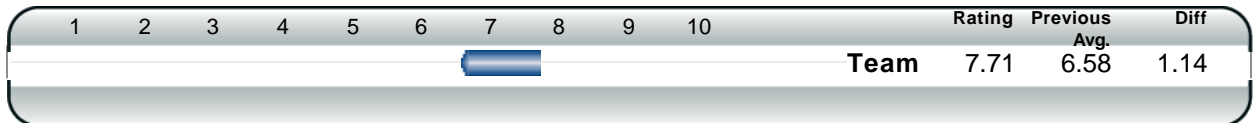
**17. Individuals show support for team decisions, even if they disagree.**

*(Team Cohesion)*



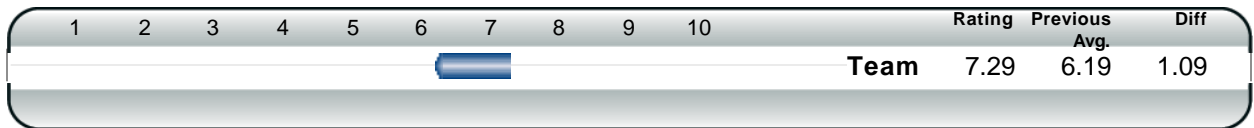
**4. Individuals freely share information with each other.**

*(Communication)*



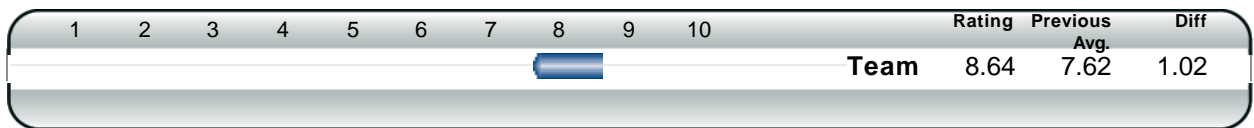
**3. Communication breakdowns rarely occur within the team.**

*(Communication)*



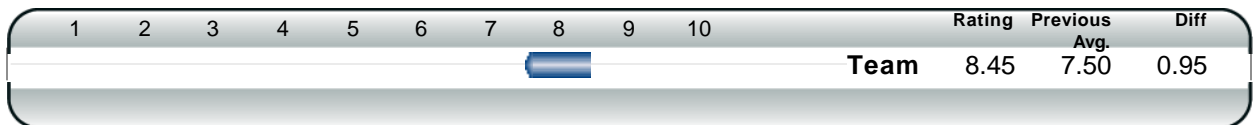
**11. Team members treat each other with respect.**

*(Interpersonal Effectiveness)*



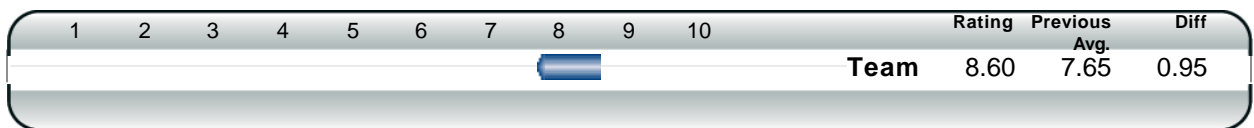
**1. Individuals use consideration and tact when offering opinions.**

*(Communication)*



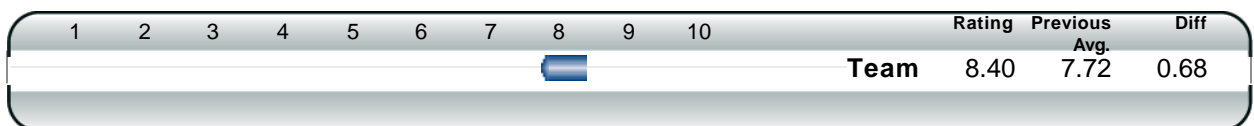
**20. Individuals maintain confidentiality.**

*(Trust)*



**19. Individuals follow through on commitments to each other.**

*(Trust)*

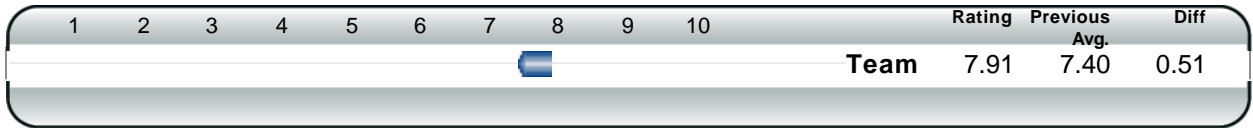




September 2015 vs. January 2016

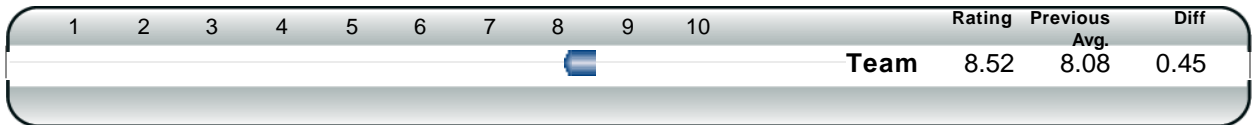
**8. Team members respect each other's time, space, and priorities.**

*(Environment)*



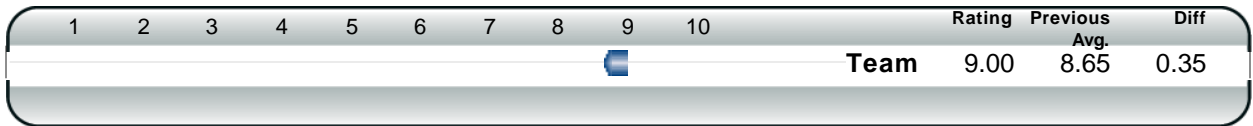
**13. Individuals take personal responsibility to ensure that tasks are properly completed, rather than saying, "That's not my job."**

*(Roles and Responsibilities)*



**25. The team achieves high productivity on a consistent basis.**

*(Results-Oriented)*



**24. Team members demonstrate commitment to producing high-quality results.**

*(Results-Oriented)*

