

TEAMSCAN SAMPLE REPORT



This is an example of what a TeamScan report will look like. Your TeamScan report will include information specific to your team.

FOR MORE INFORMATION: www.talentmiles.pro/teamsan

Nov, 5, 2019

Here are the results from your TeamScan.
The results are based on answers from 8/8 team members.

INTRODUCTION:

In this report you will find the results from the TeamScan in your team. The results presented here are based on how the members in your team responded to the statements in the TeamScan survey.

TeamScan comprises three factors that all have a significant role in helping teams successfully reach their goals: Psychological Safety, Team Learning Behaviour and Shared Leadership.

When reading this report, you can read each section individually, grasping the current state of your team in regard to this specific aspect, but do keep in mind that all three factors also influence each other. These three factors are highly interconnected and provide you with three different lenses through which you can analyse the current state of your team.



PSYCHOLOGICAL SAFETY:

RESULTS

What is Psychological Safety?

Psychological Safety is a shared belief that the team is safe for interpersonal risk taking. This shared belief describes a team climate characterized by interpersonal trust and mutual respect among team members.

How is Psychological Safety measured in TeamScan?

The psychological safety measure used in TeamScan is based on the extensive research by Amy C. Edmondson. This measure consists of seven statements* describing different team behaviours such as appreciation, mutual support, reaction to mistakes, and asking for help.

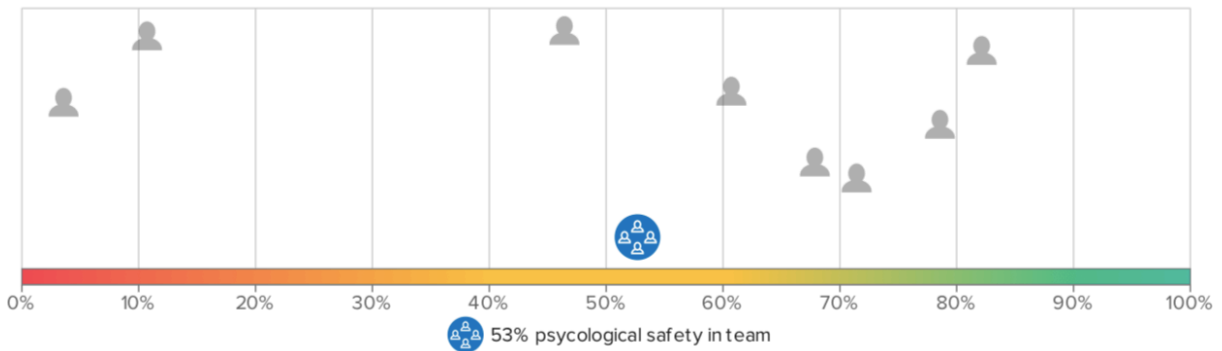
(*) In this section, some of these statements have been modified for results purposes

How is Psychological Safety calculated in TeamScan?

In TeamScan, Psychological Safety is calculated by combining the individual answers of all team members. Once these individual answers are combined, team-level scores are calculated.

RESULTS

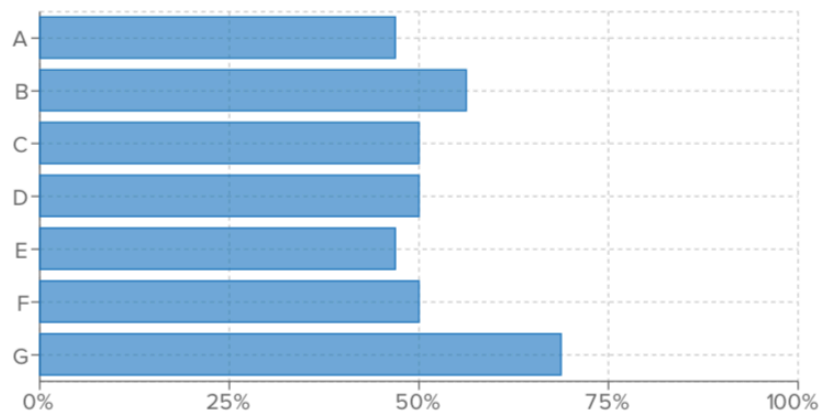
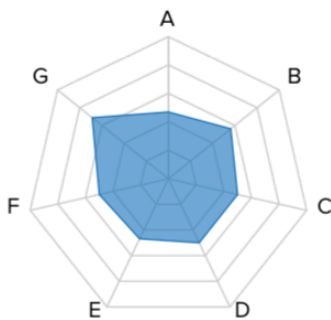
Overview



Detailed view

Statements

- A. If you make a mistake on this team, it is NOT held against you.
- B. Members of this team are able to bring up problems and tough issues.
- C. People on this team sometimes do NOT reject others for being different.
- D. It is safe to take a risk on this team.
- E. It is NOT difficult to ask other members of this team for help.
- F. No one on this team would deliberately act in a way that undermines my efforts.
- G. Working with members of this team, my unique skills and talents are valued and utilized.



KEY TAKEAWAYS



Strengths

Your team scored high on the following statements:

G. Working with members of this team, my unique skills and talents are valued and utilized.



Warning signs

Your team scored low on the following statements:

A. If you make a mistake on this team, it is NOT held against you.

E. It is NOT difficult to ask other members of this team for help.



Action points

A. If you make a mistake on this team, it is NOT held against you.

E. It is NOT difficult to ask other members of this team for help.

> Your report will include powerful action points on how to improve this statement. <

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TEAM LEARNING BEHAVIOUR

RESULTS

What is Team Learning Behavior?

Team Learning Behavior is an ongoing process of reflection and action, characterized by asking questions, seeking feedback, experimenting, reflecting on results, and discussing errors or unexpected outcome of actions.

How is Team Learning Behavior measured in TeamScan?

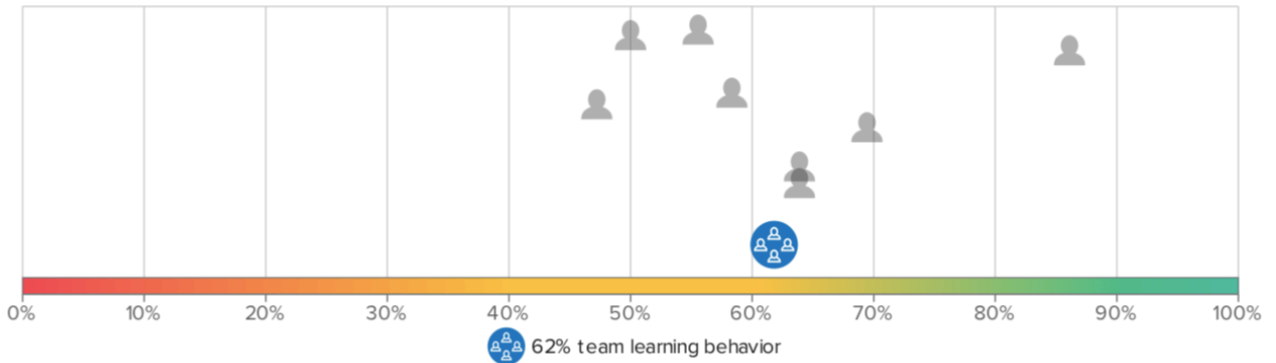
In TeamScan, Team Learning Behavior is measured by using the survey designed by Prof. Van den Bossche and colleagues. This survey encapsulates nine statements (*).

How is Team Learning Behavior calculated in TeamScan?

In TeamScan, Team Learning Behavior is calculated by combining the individual answers of all the team members. Once these individual answers are combined, team-level scores are calculated.

RESULTS

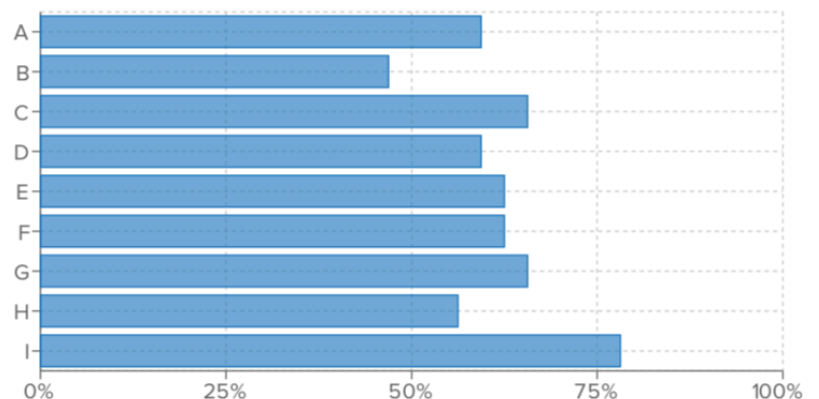
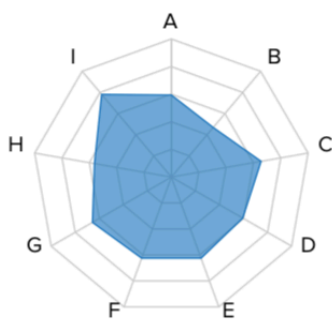
Overview



Detailed view

Statements:

- A. On this team, I share a lot of relevant information and ideas I have.
- B. Team members are listening carefully to each other.
- C. If something is unclear, we ask each other questions.
- D. Team members elaborate on each other's information and ideas.
- E. Information from team members is complemented with information from other team members.
- F. Team members openly draw conclusions from the ideas that are discussed on the team.
- G. This team tends to handle differences of opinions by addressing them directly.
- H. Comments on ideas are acted upon within the team.
- I. Opinions and ideas of team members are verified by asking each other critical questions.



KEY TAKEAWAYS



Strengths

Your team scored high on the following statements:

- E. Information from team members is complemented with information from other team members.
- F. Team members openly draw conclusions from the ideas that are discussed on the team.
- C. If something is unclear, we ask each other questions



Warning signs

Your team scored low on the following statements:

- B. Team members are listening carefully to each other.
- H. Comments on ideas are acted upon within the team.



Action points

- B. Team members are listening carefully to each other.
- H. Comments on ideas are acted upon within the team.

- > Your report will include powerful action points on how to improve this statement. <
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SHARED LEADERSHIP: INTRODUCTION

What is Shared Leadership?

Leadership is a process of social influence, which supports team members to achieve a goal. Leadership stems from social influence, not authority or power.

Shared Leadership, or distributed leadership, are terms used today to describe the team phenomenon whereby leadership is distributed among team members.

How is Shared Leadership measured in TeamScan?

In the survey, participants were asked to assess the level of influence that each team member has in the team. Shared Leadership is measured by combining the assessments of the team members using a Social Network Analysis.

In TeamScan, the level of Shared Leadership is described as levels of density and centralisation.

Density refers to the amount of leadership (influence) shown by team members (as perceived by other team members). Centralisation indicates the distribution of leadership (influence) among the members of a team.

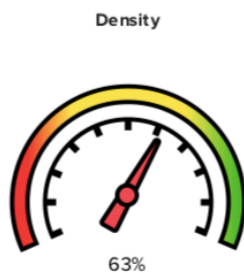
How is Shared Leadership calculated in TeamScan?

In TeamScan, Shared Leadership is calculated with density and centralisation. In short, Density refers to the amount of leadership manifested by the members of a team and Centralisation indicates the distribution of leadership among the members of a team.

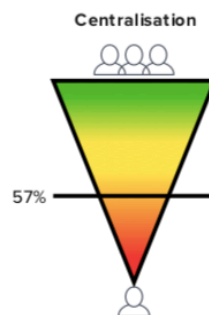
There are no absolute positive or negative results, as the optimal level of shared leadership depends on the work context.

RESULTS

Overview



The level of Shared Leadership in your team is medium.



The level of leadership centralisation in your team is medium.

Team leader

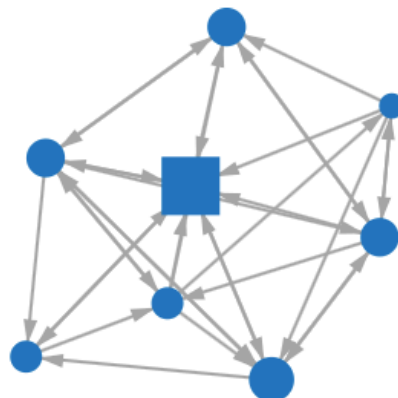


7/7 team members perceive the formal team leader to have leadership (influence) in the team.

Team member



On average, a member of this team is perceived as having leadership (influence) in this team by 4 other team members.



WHAT DOES THIS MEAN IN OUR TEAM?

To make sense of your team's results on Shared Leadership, we recommend you discuss them with your team. Share the report with your team and invite everyone to a meeting where you discuss the following questions.

Note that the leadership network figure is NOT included in the PDF version of the TeamScan report. If you want to share the graph representing the leadership network with your team, you can e.g., share your screen with your team.

QUESTIONS FOR THE TEAM TO DISCUSS TOGETHER:

> Your report will include powerful questions to further support the development of your team. <

NOW WHAT?

Once you have taken your time to familiarise yourself with this report and the complementary materials found on the theory page, it is time to take action. What will you do now to support your team in becoming even stronger and more successful?

At the end of the two sections covering psychological safety and team learning behaviour you will find a list of action steps. These action steps have been selected specifically for your team based on your TeamScan results. They are an excellent starting point for the further development of your team. Make a point of discussing the action points with your team and trying them out in practice as soon as possible.

Further, we warmly recommend you share this report with your team. Note that the leadership network figure is NOT included in the PDF version of the TeamScan report. If you want to share the graph representing the leadership network with your team, you can e.g. share your screen with your team.

Invite your team to discuss the results in a safe and open team setting. Only by looking at the results together can you start to understand what they truly mean to your team and decide what steps to take next. Keep in mind that all three team qualities (Psychological Safety, Team Learning Behaviour and Shared Leadership) are interconnected and have a major impact on each other. When you discuss the results with your team, try to look at the big picture, encompassing all three factors and see how they possibly affect each other.