

## TOOL DESCRIPTION

# Team Radar



**The Team Radar tool is a survey that can be used to measure the quality of cooperation in a team in five dimensions.**

This survey emphasizes the following five dimensions:




- **Trust:** What is the level of trust and quality of communication within your team? How are mistakes dealt with?
- **Confrontation:** If there are differences of opinion, to what extent are these discussed and clarified?
- **Commitment:** To what extent are jointly made decisions supported and agreements honored?
- **Accountability:** To what extent do team members take responsibility for what happens within the team (and also for what does not happen)?
- **Focus on goals and results:** To what extent do you and your team members orient yourselves toward common goals and are committed to achieving them?

The survey can be either filled out individually by a team lead or by all team members, who then discuss the results in a common workshop (see next page).

If you are interested in implementing a ready-made questionnaire, simply contact us. Our questionnaire includes 8 questions for each category.

<b>Duration</b> 45–75 min	<b>Participants</b> team lead or whole team	<b>Facilitation</b> printed out questionnaires and graphic
------------------------------	--	---

# Team Radar | Process

<b>Questionnaire</b> 15 min 	<b>Filling in the results</b> 5 min 	<b>Discussion of the results</b> 30–60 min 
<p>The questionnaire is handed out to participants, who complete it individually in silence. It includes statements corresponding to the 5 dimensions that participants need to agree with on a scale of 1–5 (not at all – fully applicable). Points are assigned to each answer category (from 0–100 points).</p> <p>Examples include:</p> <ul style="list-style-type: none"><li>● Trust: Confidential information is kept among us, we do not spread it outside the team.</li><li>● Confrontation: We openly discuss difficulties and tensions within the team.</li><li>● Commitment: We have a common vision of the future, which is attractive to all of us.</li><li>● Accountability: We respect deadlines, agreements and rules.</li><li>● Focus on goals and results: We regularly review how satisfied our customers are with our services.</li></ul>	<p>Points are added up for each of the 5 dimensions.</p> <p>This results in 5 numbers that may then be individually entered into the Team Radar Template (see next page).</p>	<p>Participants discuss their individual results in small groups of 3-5 people, writing down important insights on post-it notes, and then share their insights in the plenary.</p> <p>Sample reflection questions include:</p> <ul style="list-style-type: none"><li>● Where are our pictures similar and where do they differ?</li><li>● What might be a reason for the differences?</li><li>● How can we explain the results?</li><li>● What actions do we need to take to improve as a team?</li></ul> <p>This discussion could also be followed by a brainstorming session on how to improve collaboration based on the results (see Tool “OPERA”).</p>

# Team Radar | Template

