

# TEAM<sup>TM</sup> EFFECTIVENESS SCORE

Have you ever stopped to evaluate your leadership team? To give them a score? Most leaders may have an opinion of their leadership team but what would you measure?

The talented team at Business Stamina has developed a way for you to not only assess the effectiveness of your team but to also show you how much money you are losing each month/year based on the average salary of your team. This short questionnaire has been called "impactful!" because the questions do not appear to reveal much information. Only the final score gives you the insight.

This is not a complete diagnostic, but simply a snapshot of what it is costing your organization to tolerate an "ok" team. If your score is high, you can give yourself a breather until you change the team (and then you will want to reassess). If you score less than 80%, it might be just the piece of data you need to start a conversation with some team development professionals.



We generate a snapshot of what it is costing your organization to tolerate an "ok" team.

During this historical time of transition in the workplace, it is important to measure what you may not be seeing. Here are some highlights:

**The Reality:** 50% of the professional services workforce will likely stay virtual, or participate in periodic visits to an office if there is one. Companies continue to hire and professionals will continue to change jobs as opportunities present themselves.

**The Challenge:** As teams add and subtract members, building trust and psychological safety within the teams becomes elusive. Meetings are focused on projects, process, or deliverables (the "what" we do at work). But without attending to the people and the team agreements (the "how" we work), the individuals work in a vacuum.

**The Risk:** Team members don't feel connected, there is no comradery, there is little collaboration, and building trust doesn't happen. The outcome is companies are paying employees who are actively disengaged, disconnected, and potentially dealing with apathy or exiting.

Building a great team does not "just happen". It is built by the leaders and team members who are involved. Stop the guesswork of your leadership team and put a few minutes into evaluating them using the Team Effectiveness Score™. The evaluation is currently by invitation only. If you would like to investigate this diagnostic to see what the potential "leak" in you team is costing you, contact Freddi Donner, PCC.



Freddi Donner, PCC and Collin Donner



Business Stamina  
703.450.6114  
freddi@businessstamina.com