

This is only a representative excerpt of the Team Vital Signs report. It shows the kind of visibility leaders receive — not the full depth of analysis delivered after assessment.



TVS

Team Vital Signs Emotional Intelligence for Performance

Report prepared for: New Tvs All Data Test, 9 participants
April, 4 2022

TVS Highlights

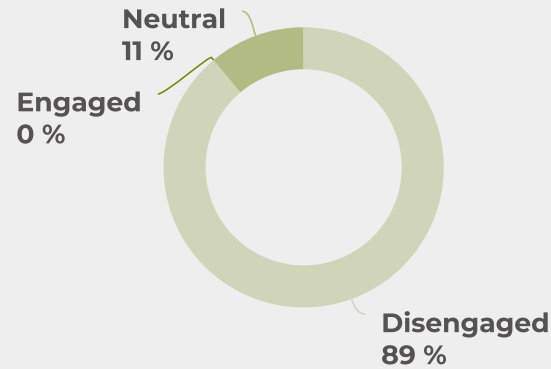
New Tvs All Data Test, 9 participants
April, 4 2022



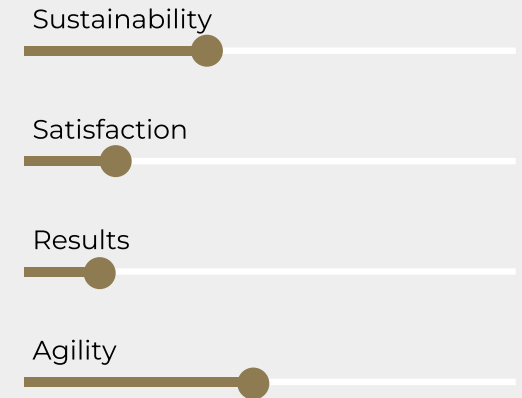
Climate Drivers



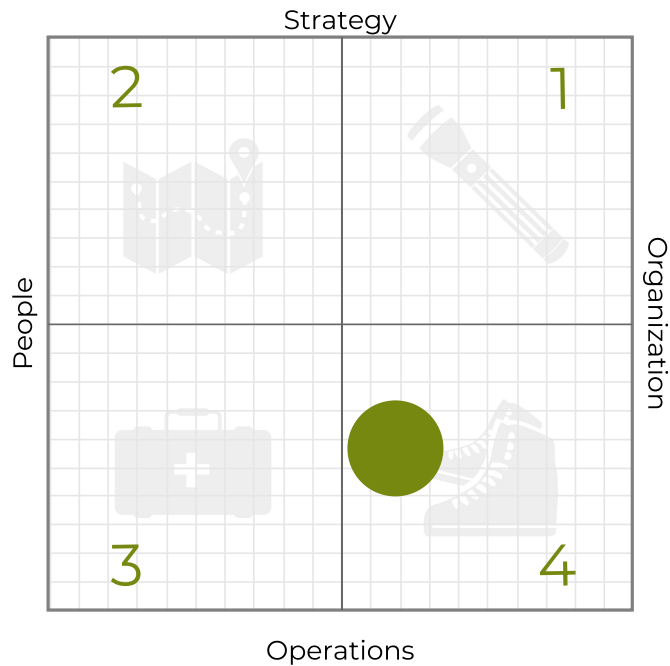
Engagement



Outcomes



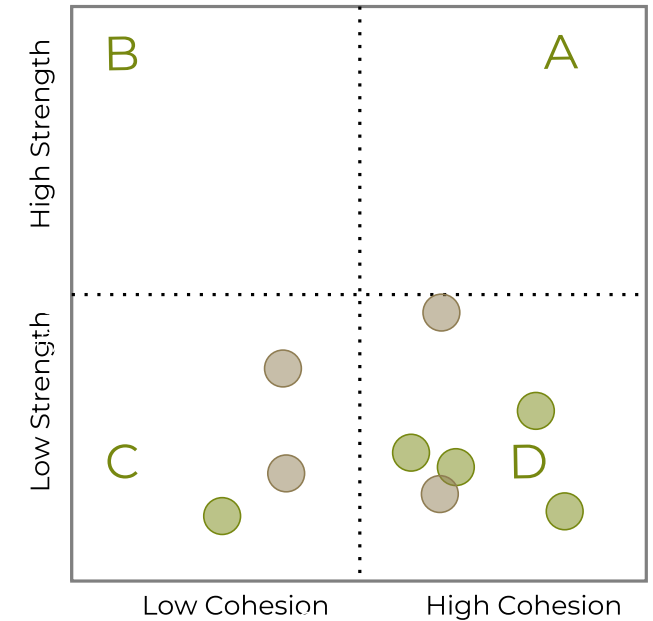
Team Orientation



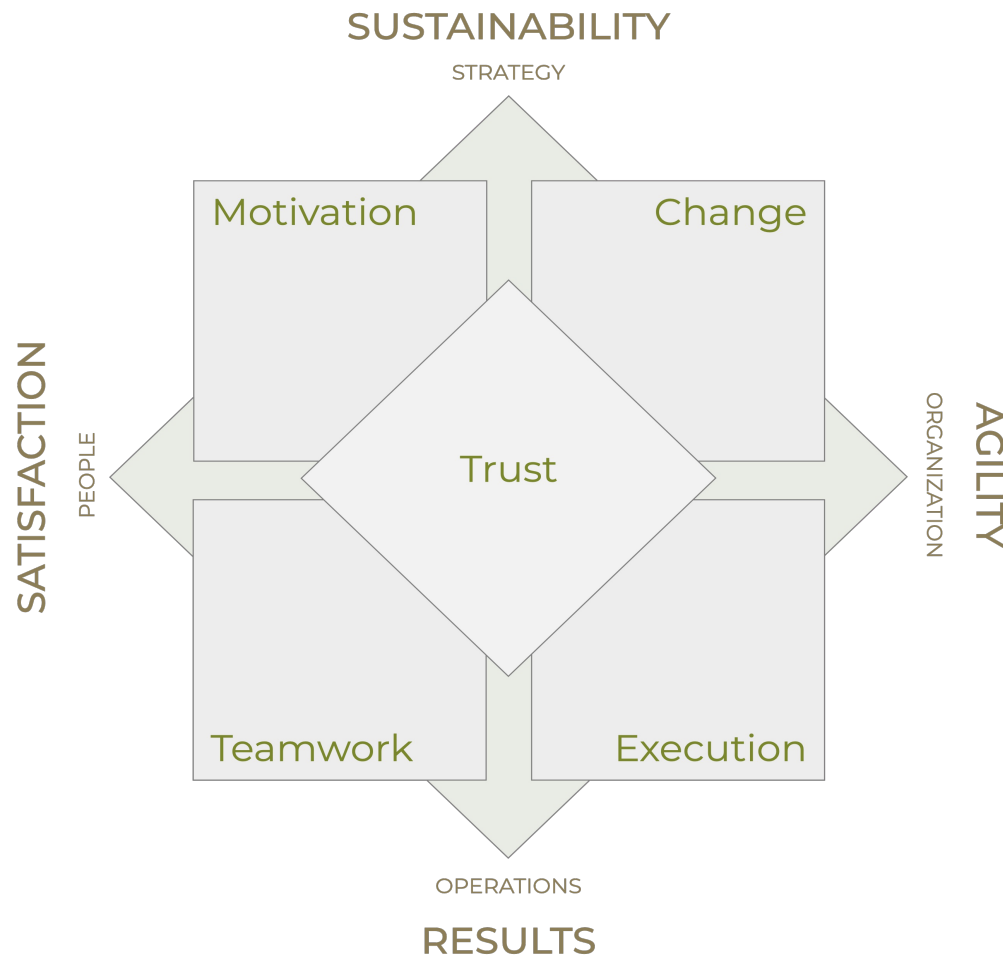
Pulse Points Scorecard



Distribution of Scores



The TVS Model



The **TVS model** includes five drivers that predict four key performance outcomes (defined to the right). The Model is organized on two axes: **Horizontal** is from People (individuals) to Organization (system), **Vertical** is from Strategy (long term) to Operations (short term).

Definitions

Drivers

- **Trust:** Build safety & assurance to risk for innovating, sharing, learning. (page 12)
- **Motivation:** Clarify meaning & commitment to drive toward excellence. (page 13)
- **Teamwork:** Collaborate & communicate to take on the challenges. (page 14)
- **Execution:** Focus on what's important & be accountable to generate results. (page 15)
- **Change:** Adapt & innovate to go into the unknown, risk, learn. (page 16)

As explained on pages 12-16, these drivers are based on core human needs. Each has both rational + emotional components.

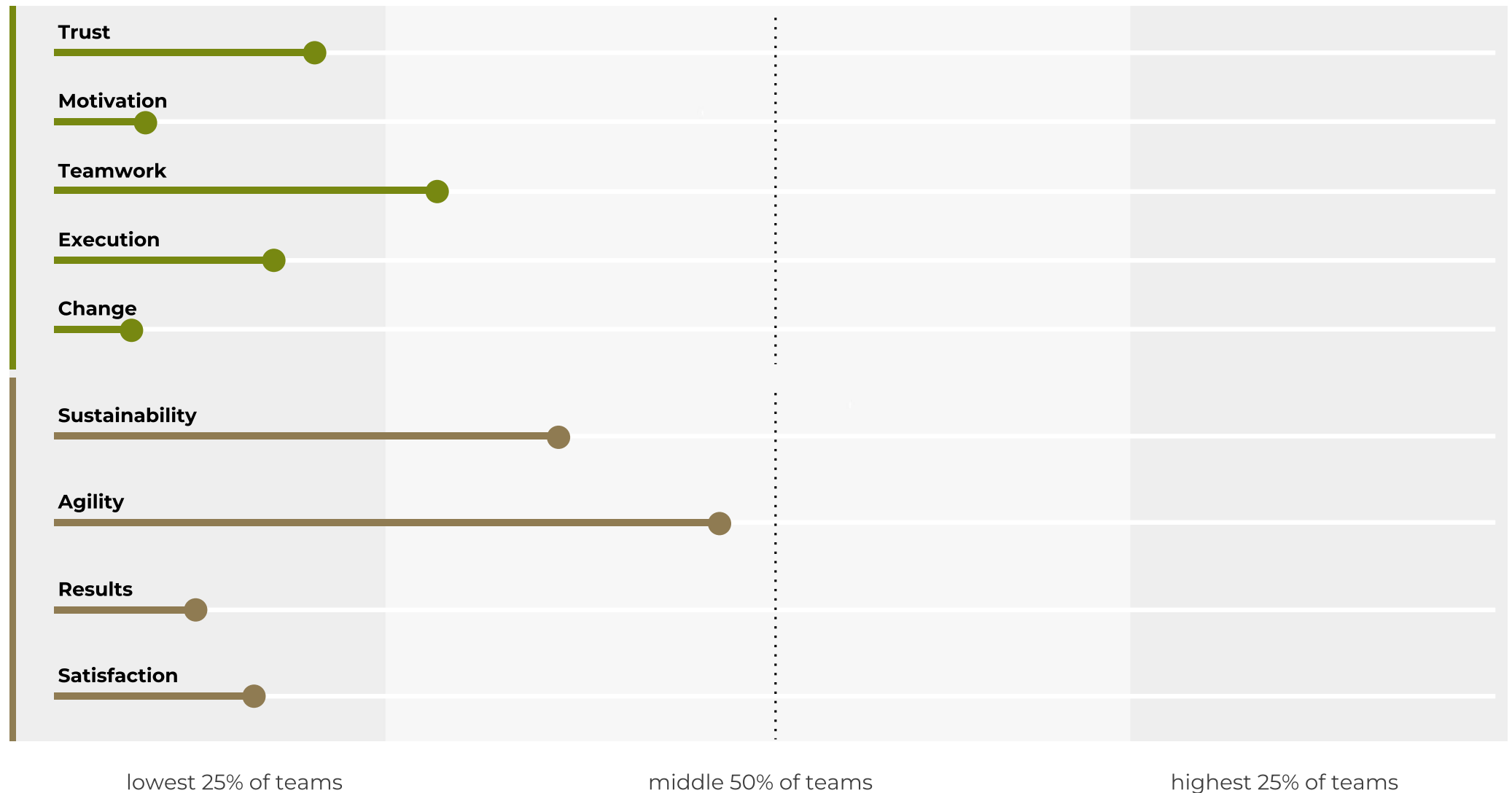
Outcomes

- **Sustainability:** Driven for long term-success. (page 17)
- **Satisfaction:** Committed to the team. (page 18)
- **Results:** Focused on achievement. (page 19)
- **Agility:** Ready to take new opportunities. (page 20)

Combined Snapshot



TVS measures these five elements of team climate within the team and the four performance outcomes:



The normed scale goes from 65 to 135. The black dotted line in the middle represents the average, which is 100.

The darker grey area on the left represents the lowest 25% of teams in the global database, the grey on right is the highest 25%.

Driver:

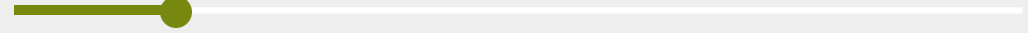


Trust

Trust



Transparency



Coherence



Care



Trust is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.

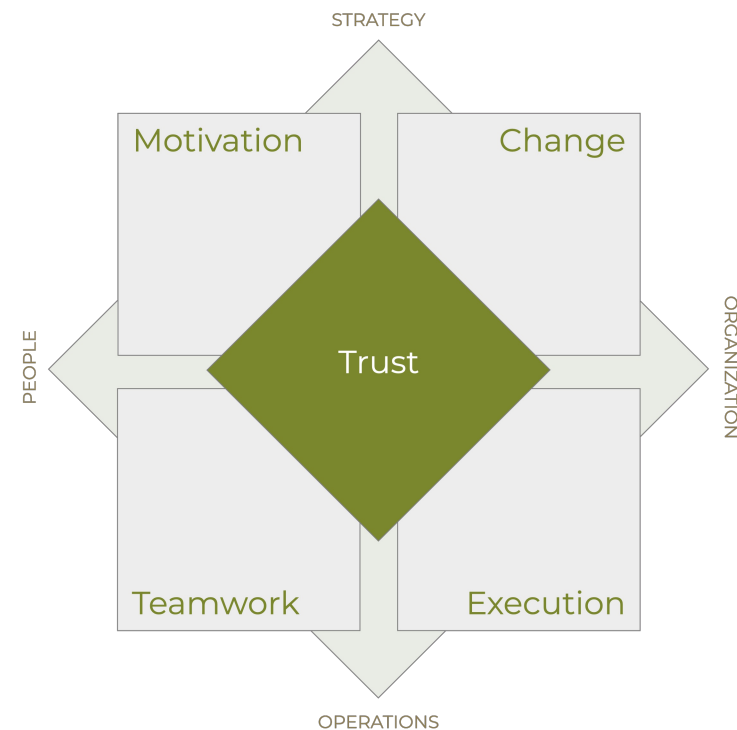
For this team, trust is slightly below average and one of the highest scores, suggesting safety isn't people's biggest concern.

As shown above on the right, in the TVS there are three key ingredients (we call these “Pulse Points”) for Trust. This can provide a clue to further understand the Trust score:

- Care is the lowest. This may mean team members don't feel accepted or valued enough within the team.
- Transparency is the highest. This suggests team members perceive an openness and honesty within the team.

Emotional Intelligence & Trust

Remember, trust is an emotion tied to a core human need: safety. People feel trust based on perceptions — which are shaped by relationships. Learn more: 6sec.org/vitality/trust



Reflection Questions



	Highest Scores	Average	Standard Deviation
	Feedback (EXECUTION)	101.6	21.5
	Focus (EXECUTION)	100.3	21.2
	Divergence (TEAMWORK)	93.9	22.4
	Celebration (CHANGE)	92.4	22.6
	Connection (TEAMWORK)	91.7	29.9

- ◆ Are these strengths?
- ◆ How are these strengths being leveraged now?
- ◆ How can leaders and team members put these strengths in play more, and more often?
- ◆ Is there a relationship between any of these strengths and any of the challenges above?
- ◆ How can these strengths be used to address the challenges?
- ◆ How can these strengths be celebrated and recognized to add positive energy to the organization?

	Lowest Scores	Average	Standard Deviation
	Accountability (EXECUTION)	82.5	19.1
	Coherence (TRUST)	80.6	19.5
	Care (TRUST)	79.2	20.6
	Celebration (CHANGE)	77.5	25.8
	Autonomy (MOTIVATION)	75	12.2

- ◆ What is “underneath” these concerns – the behavior, policy, fear, or doubt that makes this concern come up?
- ◆ What is the emotional impact of these concerns – the feelings these engender?
- ◆ To what degree do team leaders take ownership and responsibility for these concerns?
- ◆ How are these three issues impacting performance?
- ◆ What would it look like if these were resolved? (What would satisfy people in these areas?)
- ◆ What would be required to resolve these concerns?