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Periodic Assessment of Team Health

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PATH – Origins

- DMin Project Thesis
 - “A Model for Enhancing Interpersonal Relationships Within Mission Teams”
- Research Questions
 - What are the 2-3 most critical issues teams should address?
 - What are the 2-3 most critical abilities a team should develop?
- Correlated results with research in the literature

PATH – Research Results



- Resulted in the seven domains or characteristics of a healthy team.

7 Characteristics of Healthy Teams

- Strong Team Commitment
- Appreciation of Diversity
- Good Communication
- Constructive Conflict Resolution
- Appropriate Leadership
- A Clear Decision Making Process
- Trust and Openness

The Seven Domains of a Healthy Team (task)



Leadership

- a team culture where appropriate leadership is understood and exercised.

Decision Making

- a team culture where the team has the ability to identify, process and implement decisions.

Conflict Resolution

- a team culture that creatively and constructively works through conflict towards appropriate resolution.

Communication*

- a team culture where members have the ability to share, respond, critique and receive feedback.

The Seven Domains of a Healthy Team (maintenance)



Team Commitment

- a team culture where members feel a strong commitment to the team.

Diversity

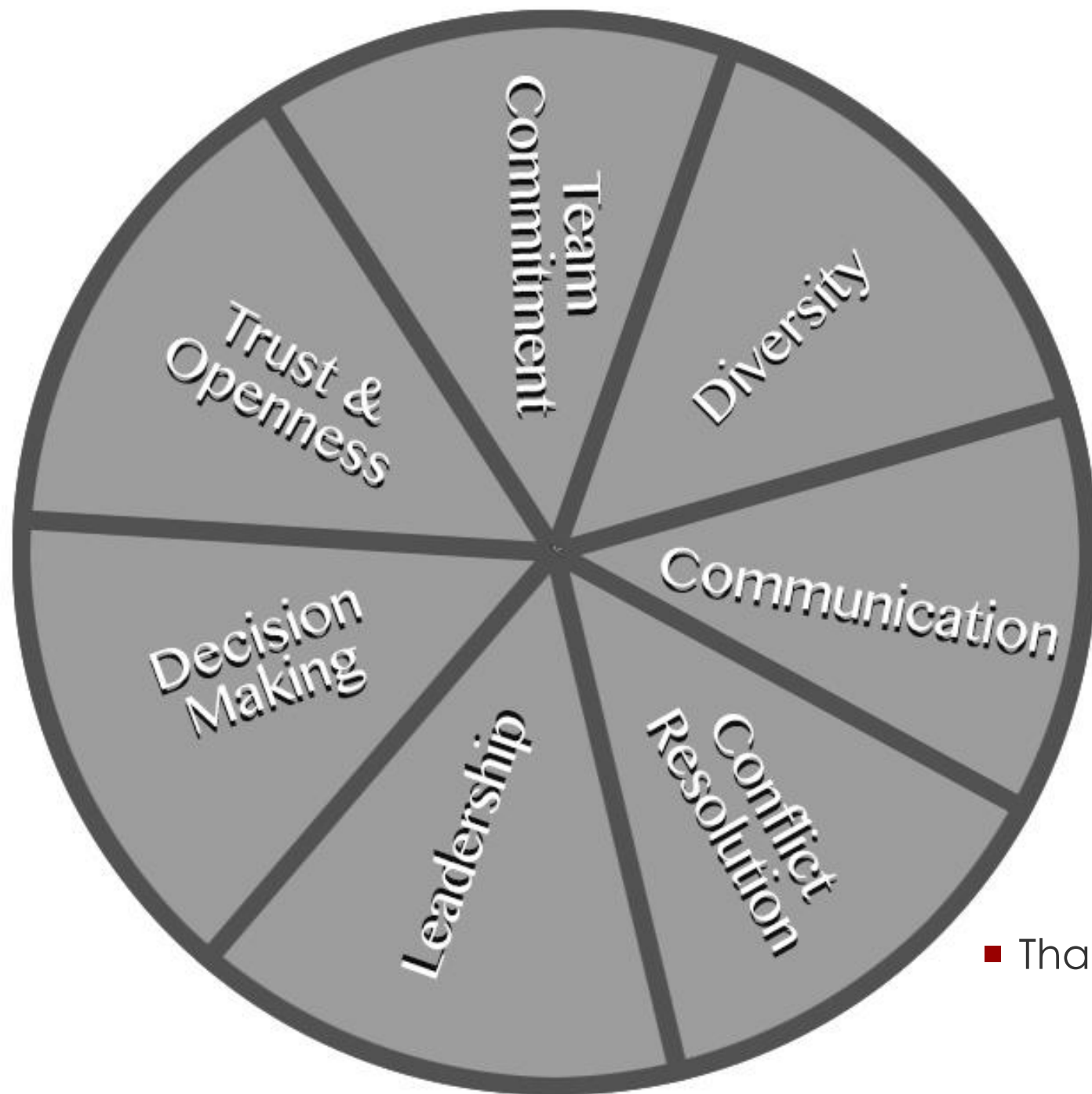
- a team culture that values diversity which is measured in a number of ways, most overtly in personality.

Trust and Openness

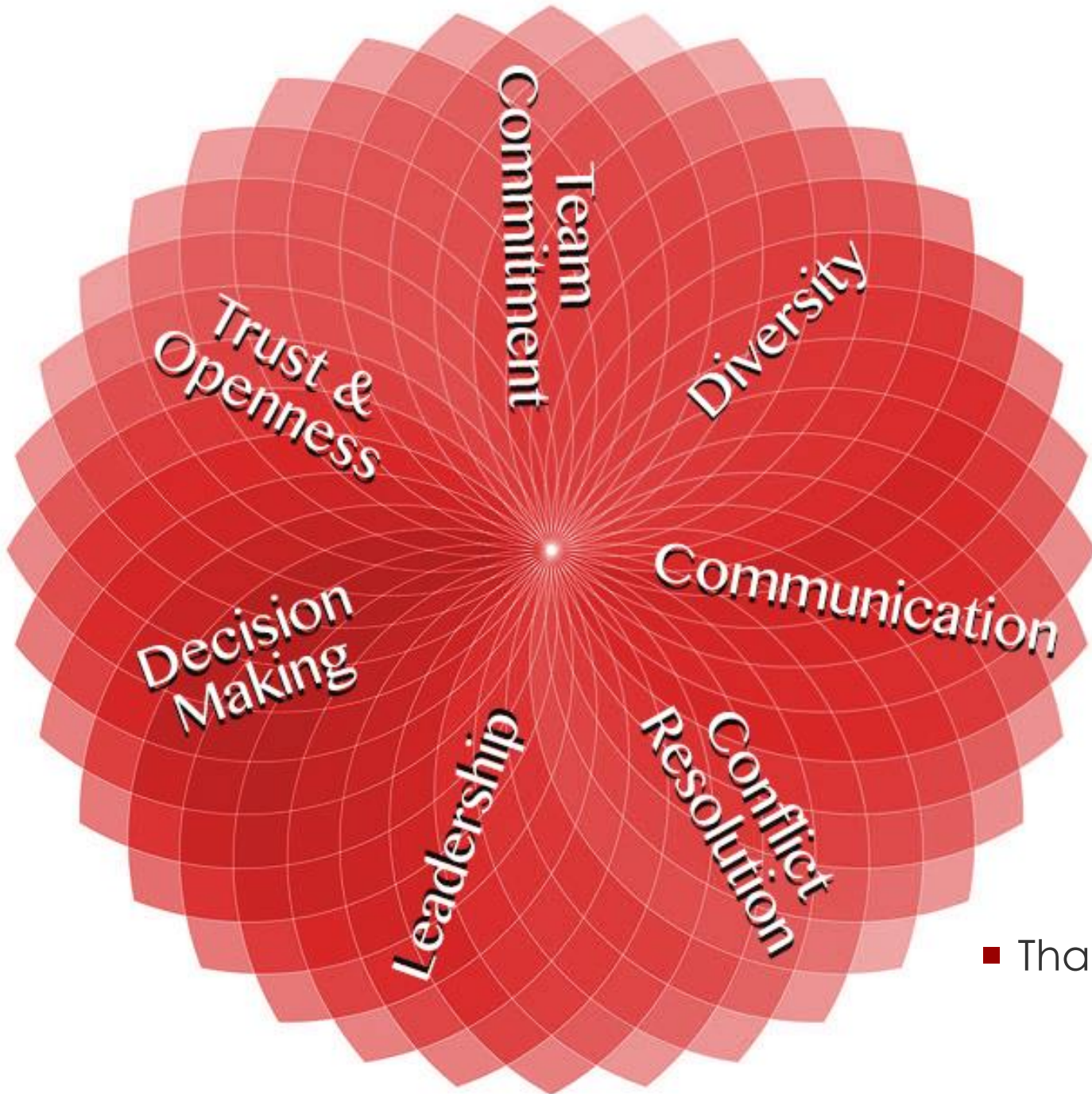
- A team culture of transparency, vulnerability, and safety.



The Seven Domains of a Healthy Team



■ That's not realistic...



The Seven Domains of a Healthy Team

■ That's more like it!

PATH – Structure

Domain Questions



- Each PATH Domain has 7 questions.
 - 5 Likert-Scale questions
 - 2 Write-In questions
 - One personally directed and the other team directed. (see examples below)
 - *What part of your team process troubles you?*
 - *What is one thing your team can do to improve the decision making process?*

PATH – Scoring

Meaning of the Score



- **4 – 5:** the team is strong and teamwork is healthy.
- **3 – 4:** the team is healthy, but there is room for improvement.
- **2 – 3:** the team is functioning, but not healthy.
- **1 – 2:** the team is not healthy and there is significant work to be done.

PATH – Delivery



- PATH is taken online
- Takes about 20-30 minutes to complete
- When all team members have taken PATH the coach has the results immediately
- Is available in English and Spanish

PATH – Debrief



- A certified coach will walk the team along their PATH
- Most importantly the debrief is a safe place to address the issues no one wants to address, or are unaware of.
- It gives the team feedback about their challenges and strengths.
- Creates space to discover a PATH forward.

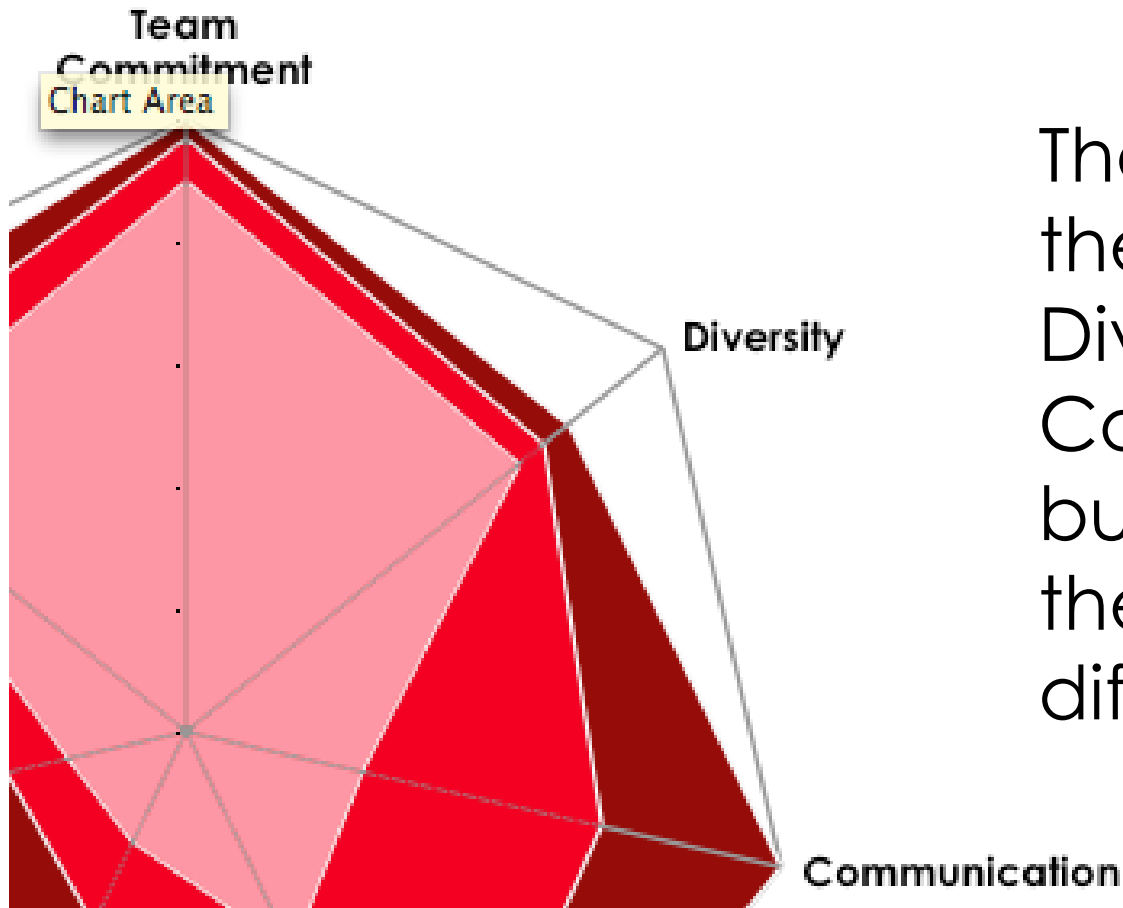
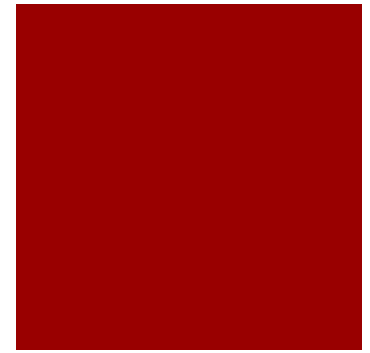
PATH – Debrief

Report Types



- TEAM Report
 - Only for the coach
 - A complete view of each individual's PATH as well as the team's averages
- INDIVIDUAL Report
 - For each team member
 - Shows personal answers and team averages

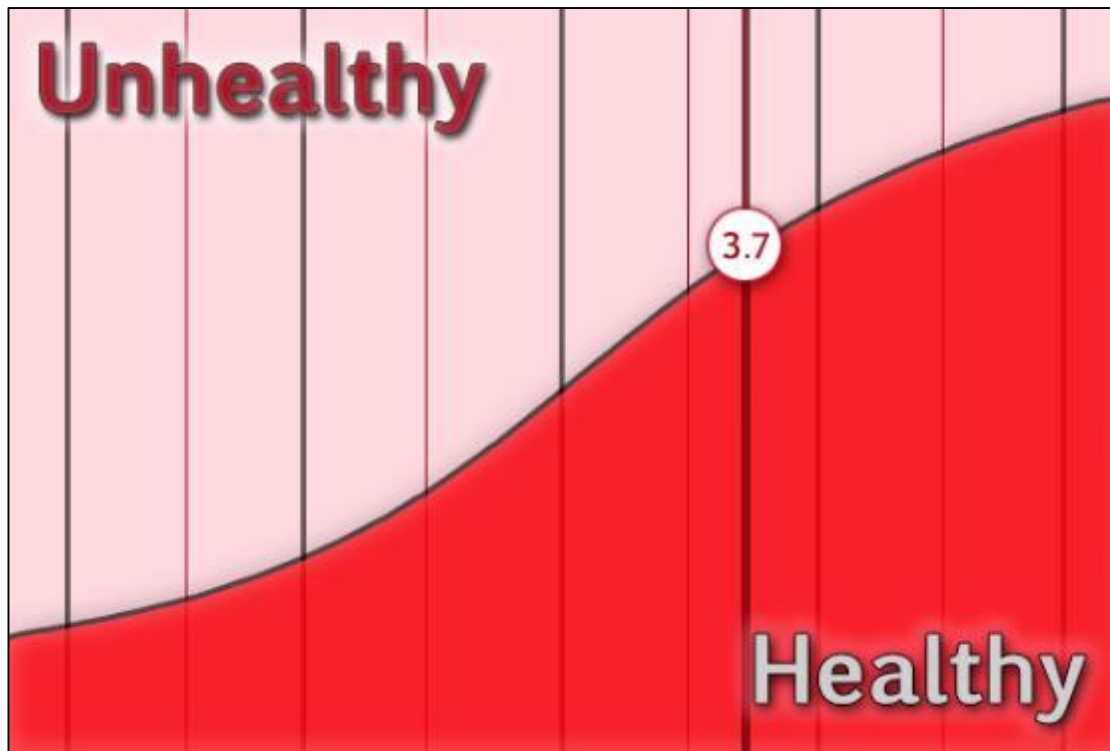
Debrief – What To Look For Convergence & Divergence



The team scored the same on Diversity and Communication, but can you spot the critical difference?

The Shape of Team Health

The Team Health Chart

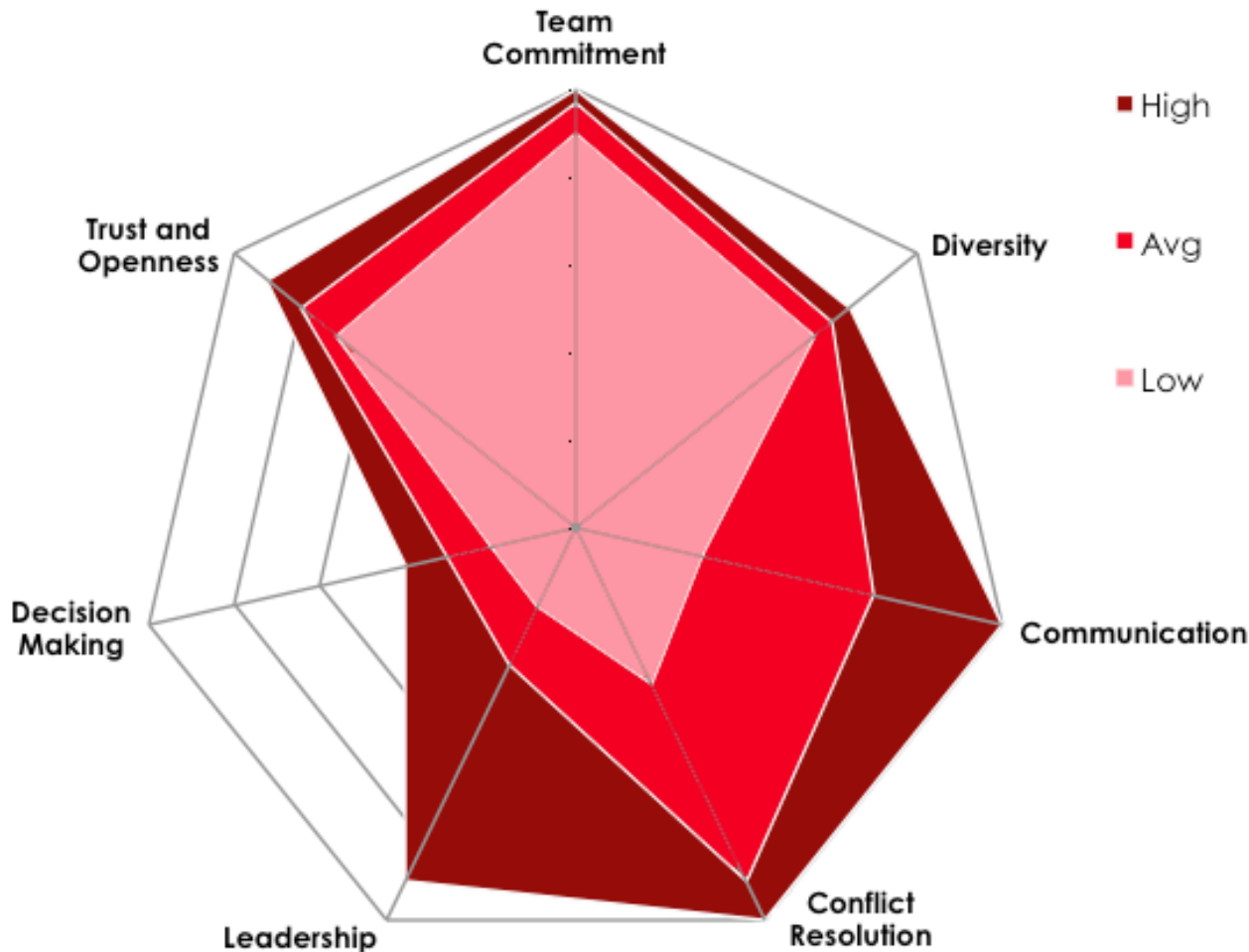
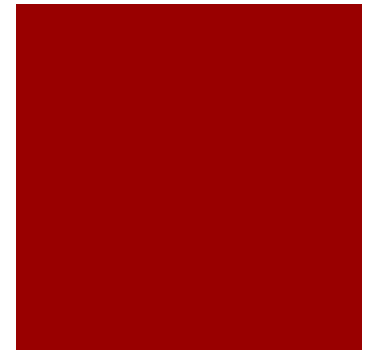


The overall team health average.

- No team is ever 100% unhealthy or 100% healthy.
- There are always things to be grateful for.
- There are always things to improve upon.

The Shape of Team Health

The Radar Chart



The radar chart gives a quick look at the shape of a team's score in the 7 domains.

Write-Ins

What are the real issues?

- The write-ins make the links between the domains clear.



PATH – Testimonials

And the Value of Coaching



“You can [with this instrument] ask questions that are deeper, probe more specifically than we who support the teams.”

“This instrument [plus coaching] helps us do what we ought to be able to do on our own.”

“I’ve been in the business world and doubted the value of this experience. I can say that it has been very helpful.”