



27th January 2024 - 8th July 2025

# Team Assessment

Leadership Team Sample Co.



# Introduction

The Unify Team Assessment is a framework that has been built around the world-renowned Insights Discovery model of behaviour, making it the perfect complement to any in-office, hybrid or remote team development programme.

The framework consists of **four facets** (Drive, Social, Belonging and Rigour) and **sixteen key areas** that enable high-performance team working.

## **The data collected in this report will:**

- ✔ Celebrate what a team is doing well
- ✔ Shine a light on areas that might need attention
- ✔ Bring hidden issues to the surface
- ✔ Compare differences of opinion between teammates
- ✔ Benchmark performance and map ROI

## **When used during a team coaching workshop, this report will:**

- ✔ Create a shared responsibility for the teams development
- ✔ Bring clarity on team functions and working practices
- ✔ Improve communication, trust, decision-making and generate open and honest conversations
- ✔ Support and action through RACI and SMART objective settings
- ✔ Unite teams through a greater understanding of needs

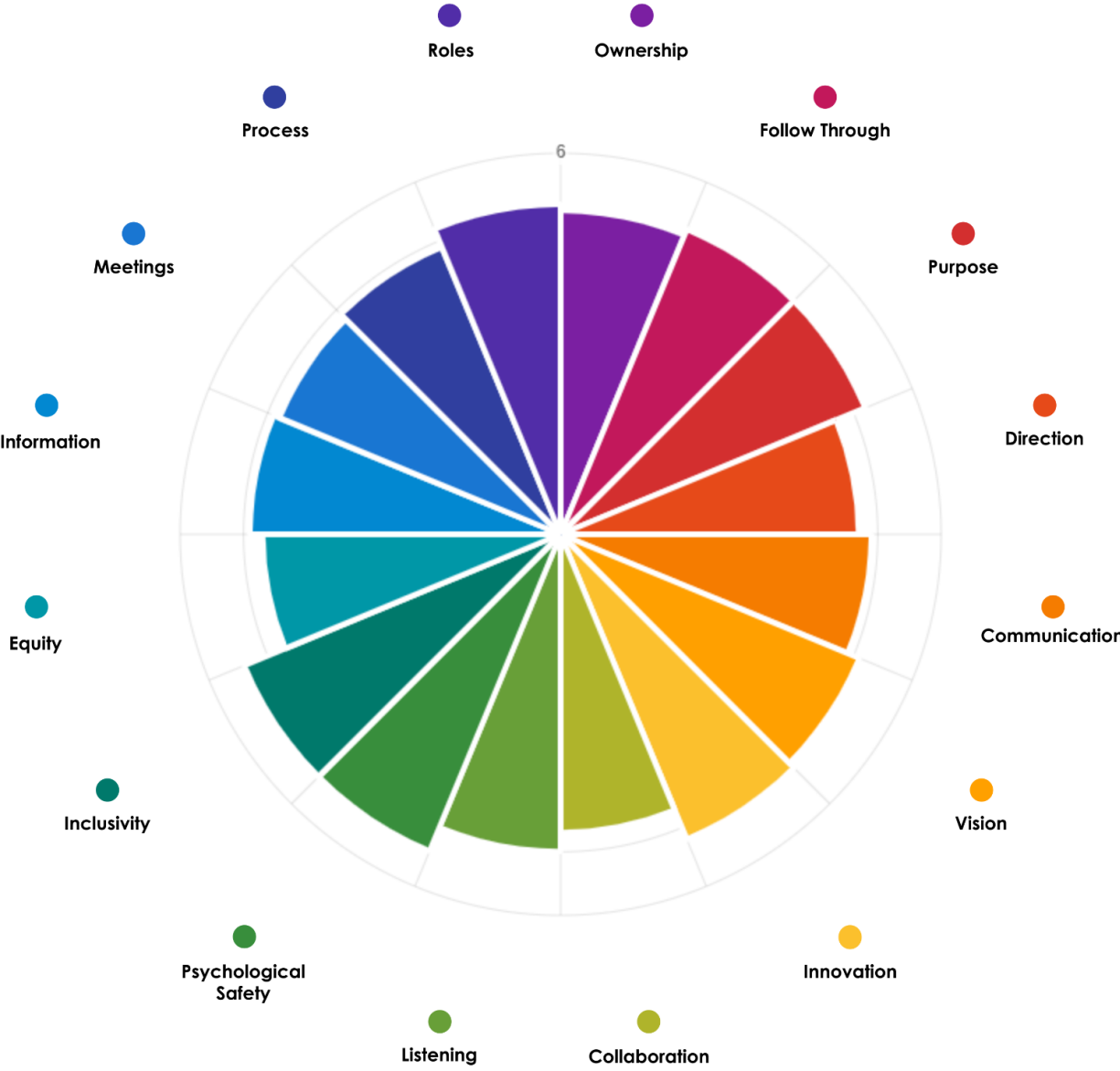
Alongside the Insights Discovery behavioural model, the research that has informed the facets measured is based upon **big data company Google's Project Aristotle**.

To bring a different perspective and stimulate further conversations, the team's scores are also presented through the flip side of Patrick Lencioni's 'Five Dysfunctions of a Team'.

# Overview

## Current Scores

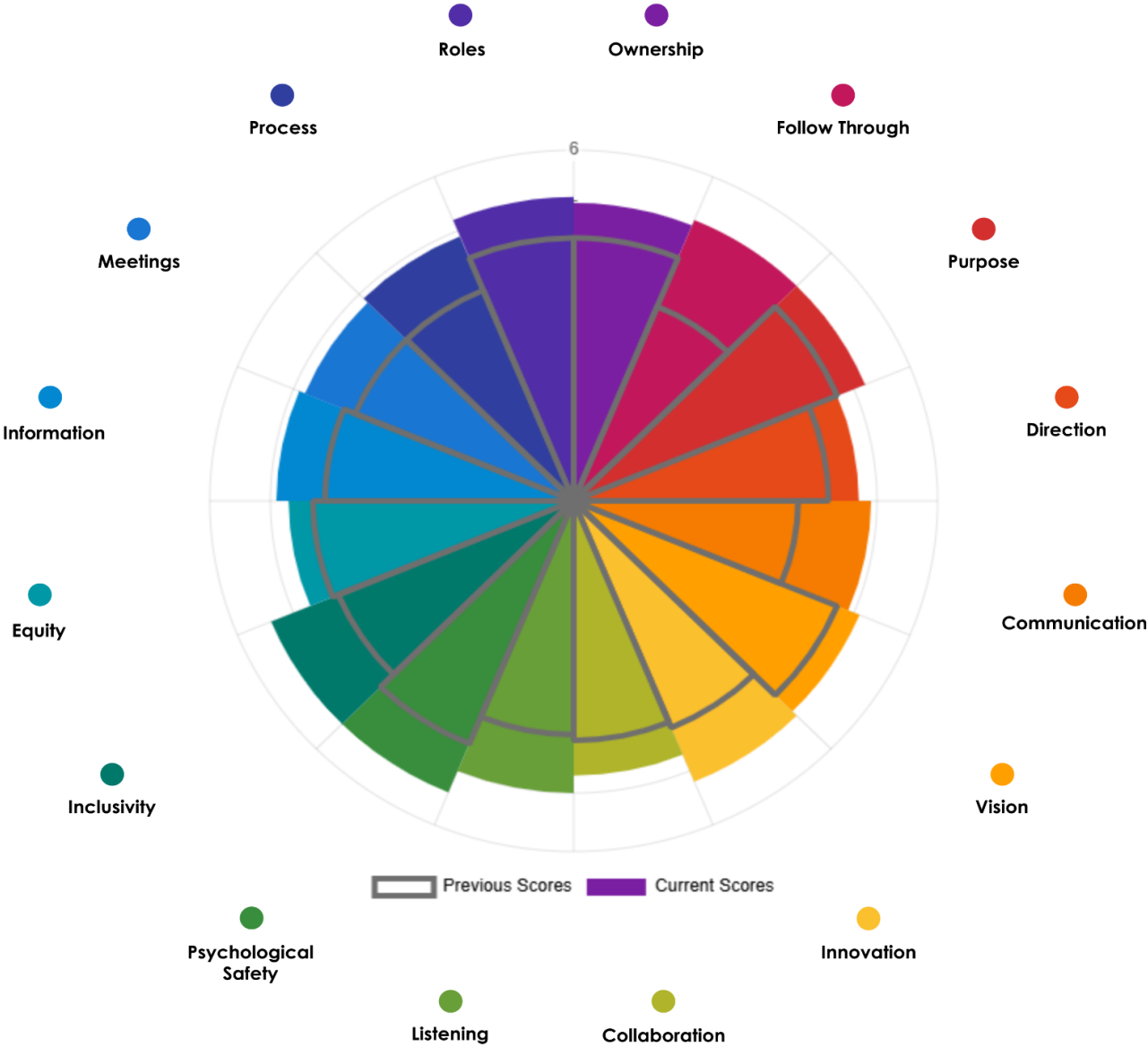
The following graphic shows the team's overall scores.



# Overview

## Comparison

Comparison of previous vs current.



# Overview

Trend over time comparison.



# Ownership

1. Team members take ownership over the decisions they make



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	0	3	2	0

2. We hold each other accountable for progress and delivery of tasks and objectives



Current Average: 5.2

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	0	3	2	0

3. Unproductive attitudes and behaviours are called out in a constructive manner



Current Average: 5

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	0	2	3	0

# Follow through

4. We follow through on what we say we will do



Current Average: 5.2

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	3	2
Previous	0	0	1	3	1	0

5. Team members demonstrate resilience when faced with setbacks



Current Average: 5.2

Previous Average: 3.8

Score	1	2	3	4	5	6
Current	0	0	0	2	1	3
Previous	0	0	2	2	1	0

6. During team meetings, we always prioritise the most important and difficult issues



Current Average: 5.2

Previous Average: 3

Score	1	2	3	4	5	6
Current	0	0	0	2	1	3
Previous	0	2	1	2	0	0

# Purpose

7. Our team's purpose is clear and meaningful



Current Average: 5.2  
Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	3	2
Previous	0	0	0	3	1	1

8. We are all committed to the team's shared purpose



Current Average: 5.2  
Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	3	2
Previous	0	0	0	2	3	0

9. Achieving goals is a key part of the team's commitment to each other



Current Average: 5.3  
Previous Average: 4.8

Score	1	2	3	4	5	6
Current	0	0	0	0	4	2
Previous	0	0	0	1	4	0

# Direction

10. We have achievable individual and team objectives



Current Average: 5  
Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	1	1	3	0

11. There's a clear plan that sets out where we are going as a team



Current Average: 4.2  
Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	1	3	2	0
Previous	0	0	1	2	2	0

12. Team members balance their own objectives and priorities for the good of the team



Current Average: 4.8  
Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	5	0
Previous	0	0	1	3	1	0

# Communication

13. Clear communication takes place between team members



Current Average: 5

Previous Average: 3.4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	1	1	3	0	0

14. People consider each other's communication styles and working patterns when communicating



Current Average: 4.7

Previous Average: 3.4

Score	1	2	3	4	5	6
Current	0	0	1	2	1	2
Previous	0	0	3	2	0	0

15. Team members are passionate and honest when debating issues or new ideas



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	2	2	2
Previous	0	0	0	3	2	0

# Vision

16. Our organisation has a clear vision



Current Average: 5.2

Previous Average: 4.8

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	0	1	4	0

17. The organisation's vision is communicated to our team clearly



Current Average: 4.8

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	1	0	4	1
Previous	0	0	1	1	3	0

18. It is clear how our team purpose contributes to the organisation's vision



Current Average: 5.3

Previous Average: 4.8

Score	1	2	3	4	5	6
Current	0	0	0	1	2	3
Previous	0	0	0	1	4	0

# Innovation

19. We make time to review projects and think about how we could improve



Current Average: 5

Previous Average: 3.8

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	1	1	1	2	0

20. Team members have a 'can-do' attitude when discussing new ideas



Current Average: 5.7

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	1	0	5
Previous	0	0	1	1	3	0

21. Team members challenge one another to improve the way things are done



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	6	0
Previous	0	0	1	1	3	0

# Collaboration

22. Collaboration takes place across the team



Current Average: 5

Previous Average: 3.8

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	1	1	1	2	0

23. Team members with relevant experience are consulted when making decisions



Current Average: 5.2

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	1	3	1	0

24. Team members are slow to seek credit for their own contributions, but quick to point out those of others



Current Average: 3.8

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	2	0	1	3	0
Previous	0	0	0	3	2	0

# Listening

25. All team members views are heard during meetings



Current Average: 5

Previous Average: 3.6

Score	1	2	3	4	5	6
Current	0	0	0	2	2	2
Previous	0	1	2	0	2	0

26. Feedback is listened to and actioned appropriately



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	1	1	3	0

27. Team members actively listen and ask open questions



Current Average: 5

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	2	1	2	0

# Psychological safety

28. We create an environment where team members can ask for help



Current Average: 5.3

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	0	4	2
Previous	0	0	1	0	4	0

29. I feel comfortable speaking up, giving feedback or challenging decisions



Current Average: 5.3

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	2	3
Previous	0	0	0	2	3	0

30. I feel a sense of belonging to the team



Current Average: 5.5

Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	0	0	3	3
Previous	0	0	1	2	2	0

# Inclusivity

31. We understand the impact our behaviour has on each other



Current Average: 5.7  
Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	0	0	2	4
Previous	0	0	1	2	2	0

32. I feel heard, valued and respected by my colleagues



Current Average: 5.2  
Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	1	0	2	2	0

33. We talk openly, honestly and without judgement



Current Average: 5.5  
Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	3	3
Previous	0	0	1	1	3	0

# Equity

34. We treat each other fairly



Current Average: 5.7  
Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	0	2	4
Previous	0	0	1	0	4	0

35. I have access to the support and tools I need to do my job



Current Average: 5.3  
Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	0	0	4	2
Previous	0	0	2	0	3	0

36. Everyone has access to the same opportunities and benefits, regardless of their working location or hours



Current Average: 3.2  
Previous Average: 4

Score	1	2	3	4	5	6
Current	1	1	2	0	2	0
Previous	0	1	1	0	3	0

# Information

37. The information I need from others is openly available to me



Current Average: 5  
Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	1	1	3	0

38. The way we share information works well



Current Average: 4.5  
Previous Average: 3.8

Score	1	2	3	4	5	6
Current	0	1	0	0	5	0
Previous	0	1	1	1	2	0

39. Work-related discussions end with clear outcomes and action plans



Current Average: 5.2  
Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	1	2	2	0

# Meetings

40. Meetings are fairly chaired and have agendas, objectives, and clear outcomes



Current Average: 4.7  
Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	0	2	4	0
Previous	0	0	1	2	2	0

41. Even if they initially disagree, everyone demonstrates full commitment to decisions by the end of each team meeting



Current Average: 5  
Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	1	3	1	0

42. Team meetings are compelling and engaging



Current Average: 4.8  
Previous Average: 3.4

Score	1	2	3	4	5	6
Current	0	0	0	2	3	1
Previous	0	2	0	2	1	0

# Process

43. Our administrative procedures are regularly reviewed ensuring they are fit for purpose



Current Average: 5.2

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	1	3	1	0

44. Everyone follows the processes we have in place



Current Average: 4.7

Previous Average: 3.4

Score	1	2	3	4	5	6
Current	0	0	0	2	4	0
Previous	0	1	1	3	0	0

45. We keep up to date with technology to improve efficiency



Current Average: 4.8

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	2	3	1
Previous	0	0	0	3	2	0

# Roles

46. Everyone has clearly defined roles and responsibilities



Current Average: 5.2

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	1	1	3	0

47. We regularly give and receive performance-related feedback



Current Average: 5.2

Previous Average: 5

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	0	0	5	0

48. Team members appreciate the value of other roles and how they contribute to the collective good of the team



Current Average: 5.3

Previous Average: 4.2

Score	1	2	3	4	5	6
Current	0	0	0	0	4	2
Previous	0	0	2	0	3	0

# The 5 Functions of a Team

A different lens to view your scores



Based on The Five Dysfunctions of a Team. Patrick Lencioni 2002

# Functions of a Team

Through the lens of Patrick Lencioni, a team has **five primary functions**

- ✔ Trust is the foundation of high-performing teams and the springboard to success. Trust means everyone can be vulnerable with each other and safe in their presence with the knowledge that we have each other's backs... it's trust on an emotional level.
- ✔ When Trust is in place teams engage in Healthy Conflict, safe in the knowledge that challenges are for the good of the team, and not meant as personal attacks.
- ✔ As everyone has engaged and had their voice heard, teams become more Committed to decisions whether it's their idea or not.
- ✔ Being part of a decision and involved in the process increases Accountability and ensures everyone does what they say they will do by when they say they'll do it.
- ✔ With clear direction and the above four functions in place, Results become more achievable in less time and with less friction



# Functions of a Team

Comparison

## Previous Scores

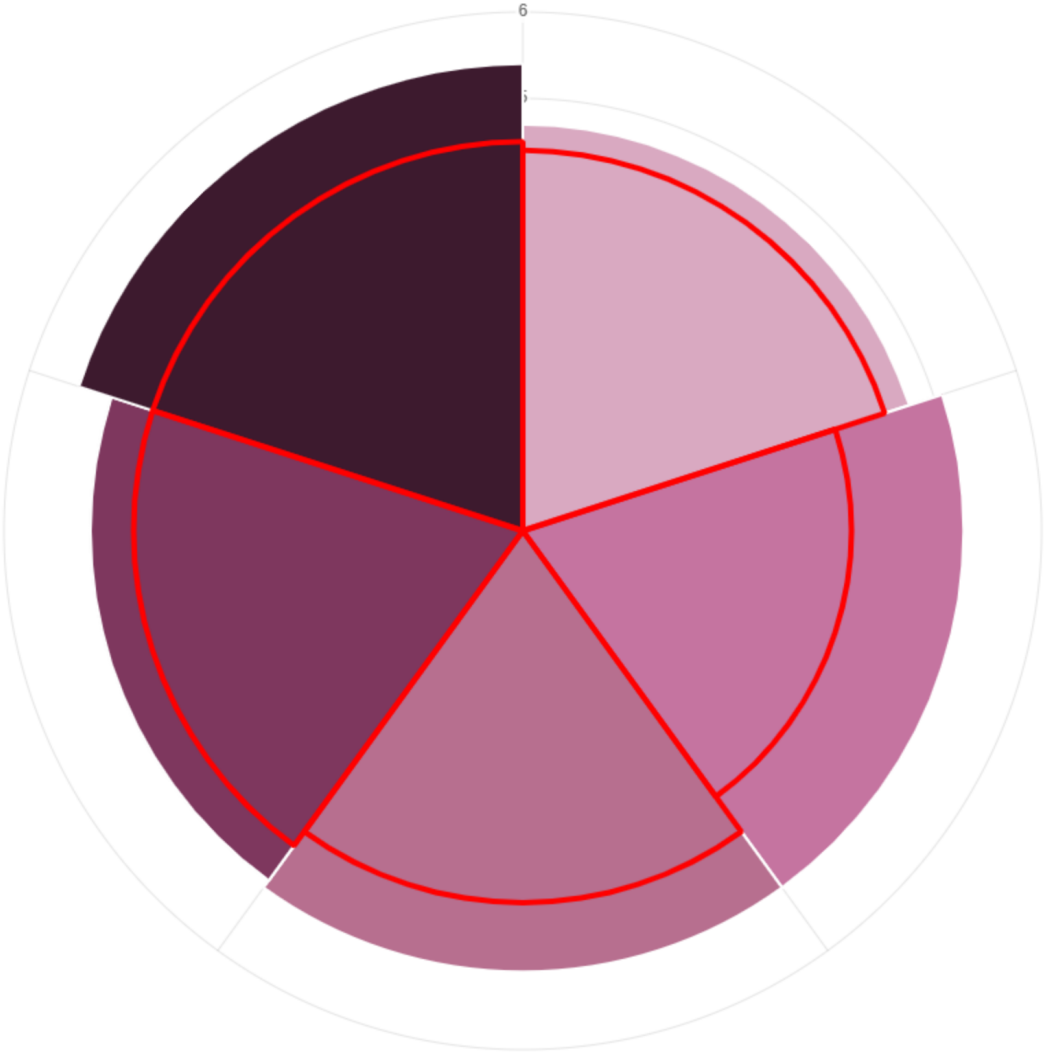
**Key**

- Results (Score: 4.4)
- Accountability (Score: 3.8)
- Commitment (Score: 4.3)
- Conflict (Score: 4.5)
- Trust (Score: 4.5)

## Current Scores

**Key**

- Results (Score: 4.7)
- Accountability (Score: 5.1)
- Commitment (Score: 5.1)
- Conflict (Score: 5)
- Trust (Score: 5.4)



# Trust

28. We create an environment where team members can ask for help



Current Average: 5.3

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	0	4	2
Previous	0	0	1	0	4	0

29. I feel comfortable speaking up, giving feedback or challenging decisions



Current Average: 5.3

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	2	3
Previous	0	0	0	2	3	0

33. We talk openly, honestly and without judgement



Current Average: 5.5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	3	3
Previous	0	0	1	1	3	0

# Conflict

3. Unproductive attitudes and behaviours are called out in a constructive manner



Current Average: 5

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	0	2	3	0

15. Team members are passionate and honest when debating issues or new ideas



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	2	2	2
Previous	0	0	0	3	2	0

21. Team members challenge one another to improve the way things are done



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	6	0
Previous	0	0	1	1	3	0

# Commitment

8. We are all committed to the team's shared purpose



Current Average: 5.2

Previous Average: 4.6

Score	1	2	3	4	5	6
Current	0	0	0	1	3	2
Previous	0	0	0	2	3	0

39. Work-related discussions end with clear outcomes and action plans



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Score	1	2	3	4	5	6
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41. Even if they initially disagree, everyone demonstrates full commitment to decisions by the end of each team meeting



Current Average: 5

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	1	3	1	0

# Accountability

4. We follow through on what we say we will do



Current Average: 5.2

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	3	2
Previous	0	0	1	3	1	0

2. We hold each other accountable for progress and delivery of tasks and objectives



Current Average: 5.2

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	0	5	1
Previous	0	0	0	3	2	0

10. We have achievable individual and team objectives



Current Average: 5

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	0	0	1	4	1
Previous	0	0	1	1	3	0

# Results

9. Achieving goals is a key part of the team's commitment to each other



Current Average: 5.3

Previous Average: 4.8

Score	1	2	3	4	5	6
Current	0	0	0	0	4	2
Previous	0	0	0	1	4	0

12. Team members balance their own objectives and priorities for the good of the team



Current Average: 4.8

Previous Average: 4

Score	1	2	3	4	5	6
Current	0	0	0	1	5	0
Previous	0	0	1	3	1	0

24. Team members are slow to seek credit for their own contributions, but quick to point out those of others



Current Average: 3.8

Previous Average: 4.4

Score	1	2	3	4	5	6
Current	0	2	0	1	3	0
Previous	0	0	0	3	2	0



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