

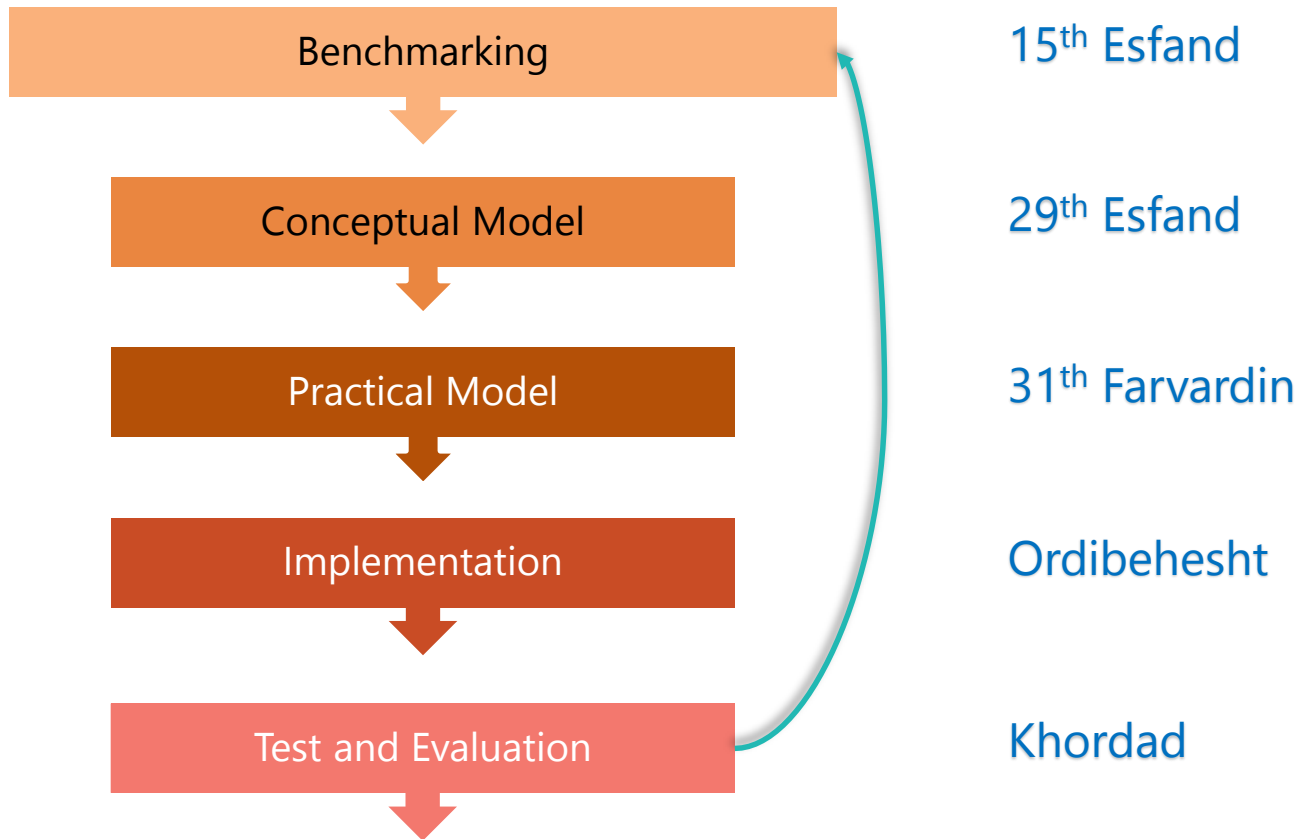


Reporting Phase 1: Benchmarking

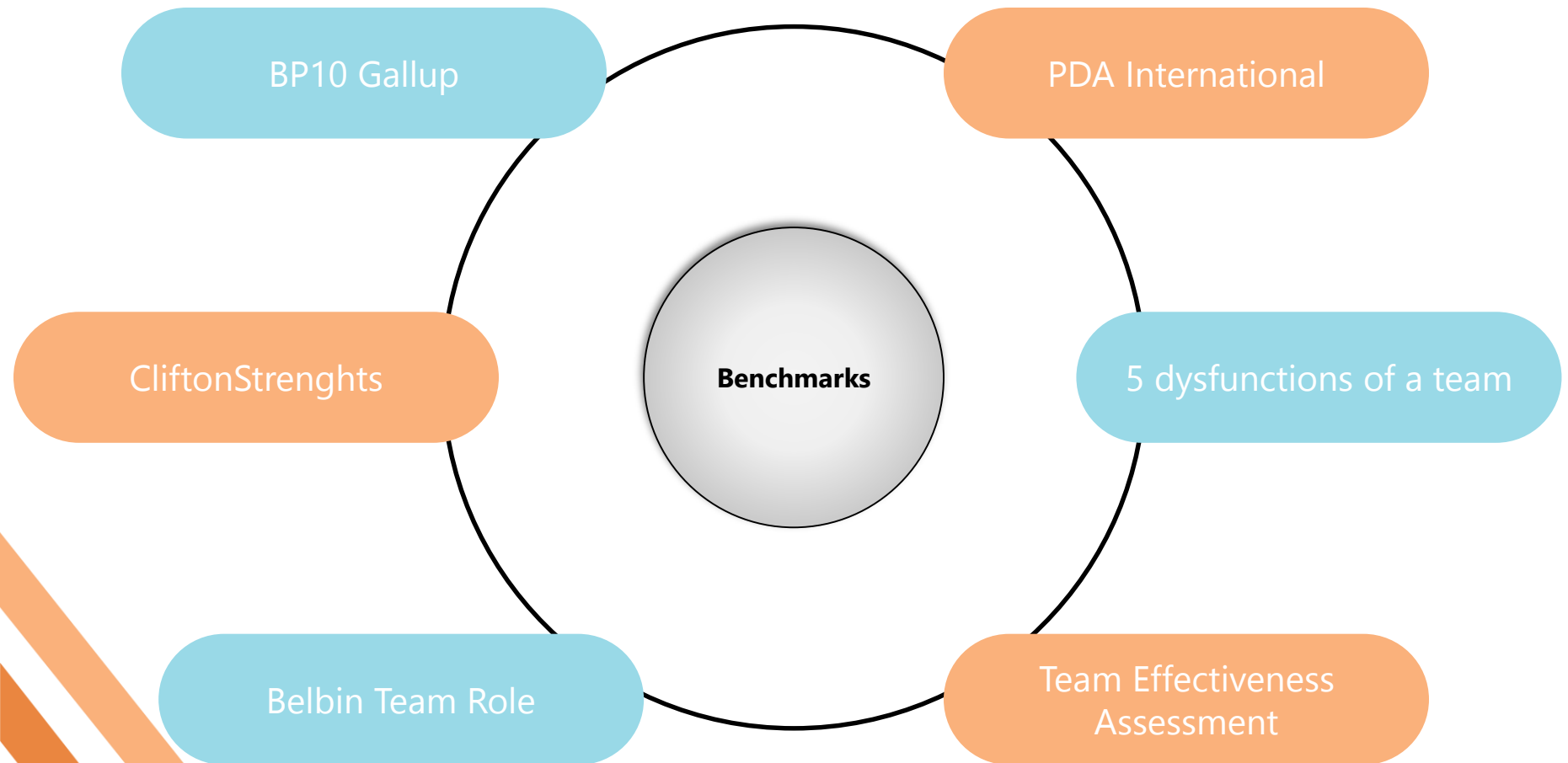
Team Assessment Center Project

Prepared by: Nouava

Project Phases



Benchmarks



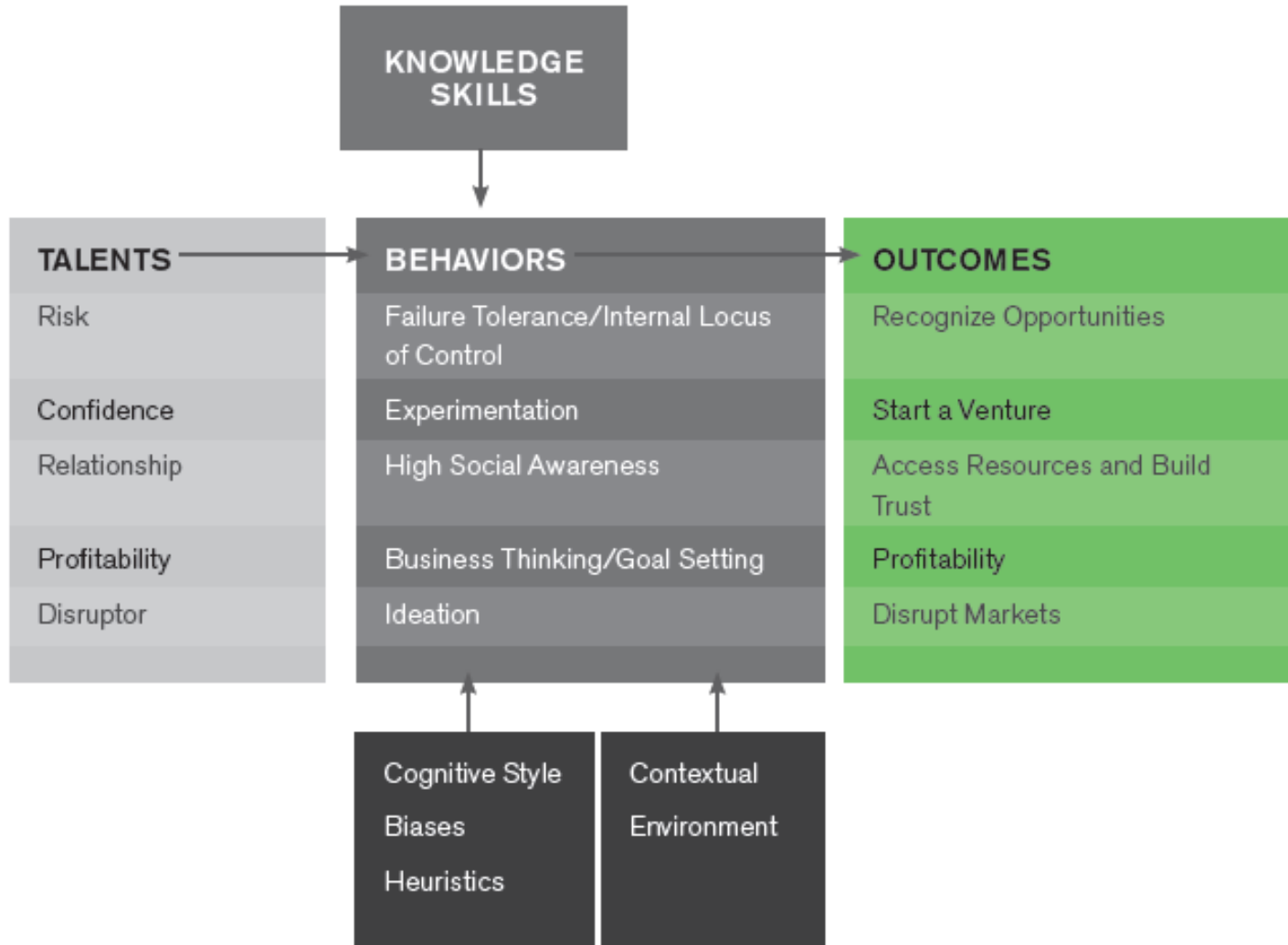
BP10 Gallup

What is BP10?

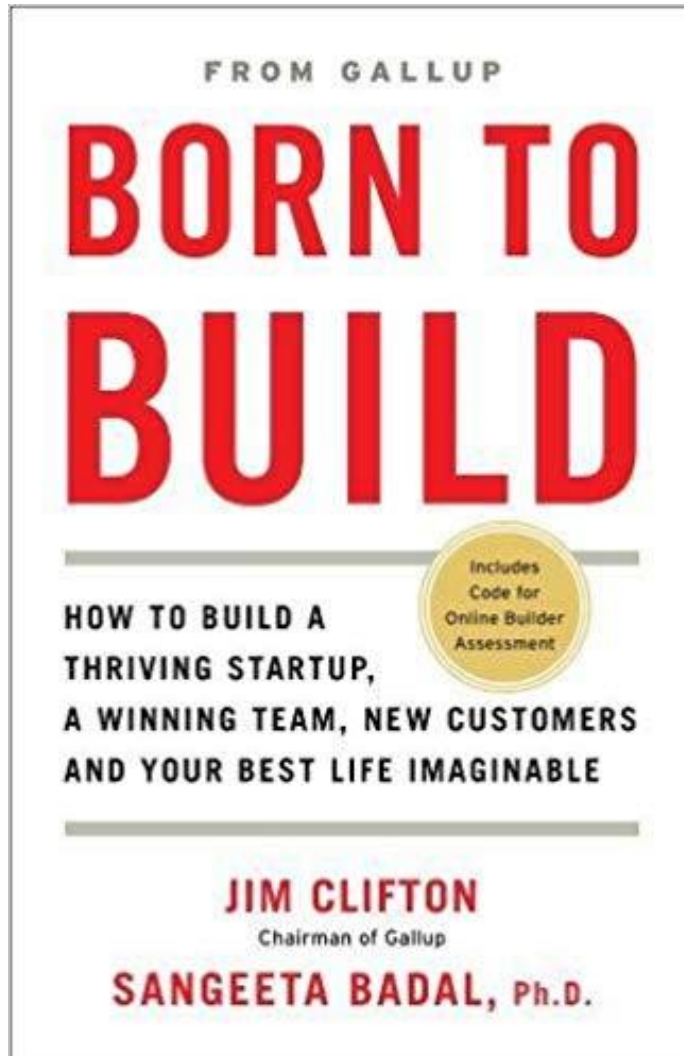
GALLUP®



BP10 Model



BP10 Assessment



- Online assessment
- Time: 30 minutes
- Price: 19.99\$
- Report and coaching
- Action to improve

CliftonStrengths

What is CS?

GALLUP®



34 strength themes (who you are?)



Rank top 10



Determine your domain (your team role)

Domains

EXECUTING

People with dominant Executing themes make things happen.

INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

RELATIONSHIP BUILDING

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

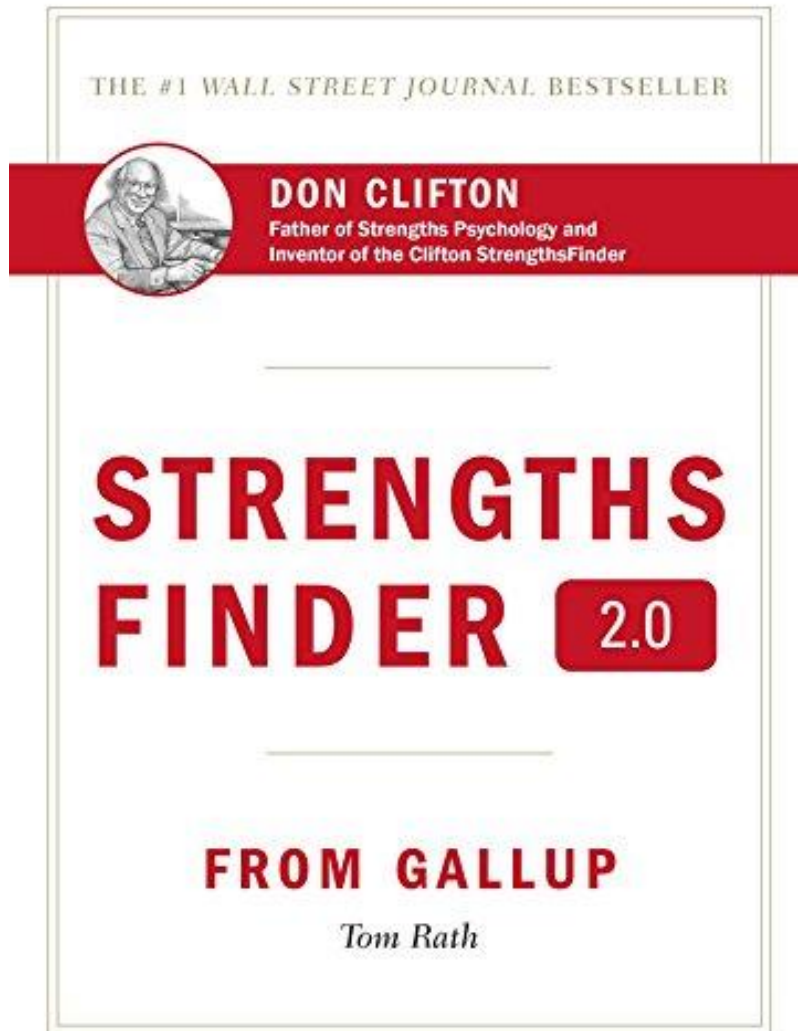
STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.

Strengths

EXECUTING		INFLUENCING		RELATIONSHIP BUILDING		STRATEGIC THINKING	
8 Achiever	15 Discipline	13 Activator	5 Maximizer	33 Adaptability	34 Includer	11 Analytical	22 Input
17 Arranger	4 Focus	27 Command	14 Self-Assurance	26 Connectedness	3 Individualization	30 Context	18 Intellecion
10 Belief	9 Responsibility	16 Communication	1 Significance	24 Developer	19 Positivity	2 Futuristic	7 Learner
28 Consistency	32 Restorative	12 Competition	21 Woo	29 Empathy	25 Relator	20 Ideation	6 Strategic
23 Deliberative				31 Harmony			

CS Assessment



- Online assessment
- Time: 177 test 30 minutes
- Price: 49.99\$
- Report and coaching
- Action to improve

• **Belbin Team Role** •

What is BTRI?

BELBIN[®]



9 team roles (what you do not who you are)



Rank your team roles

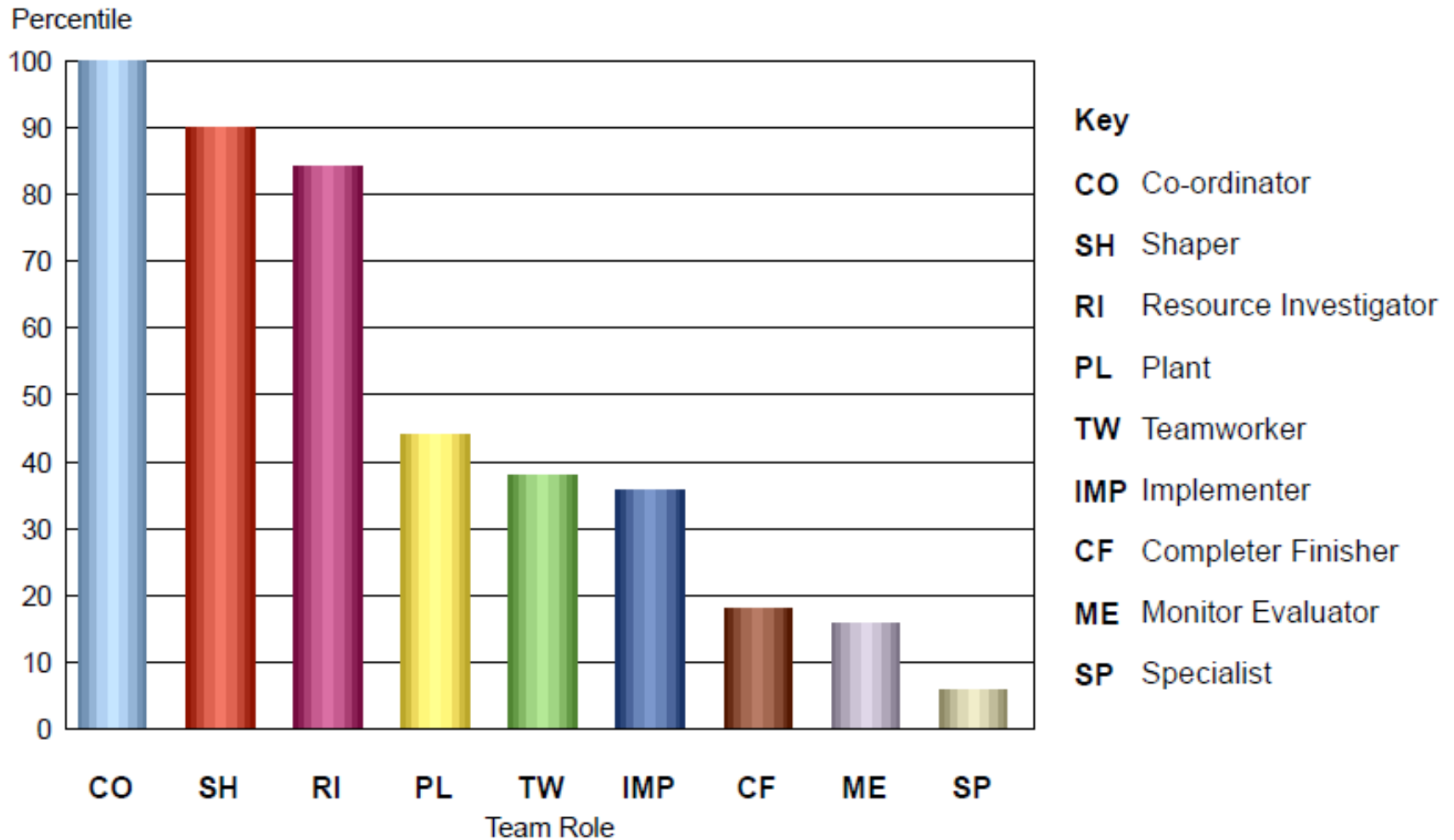


Self-perception+observer (360 degree)

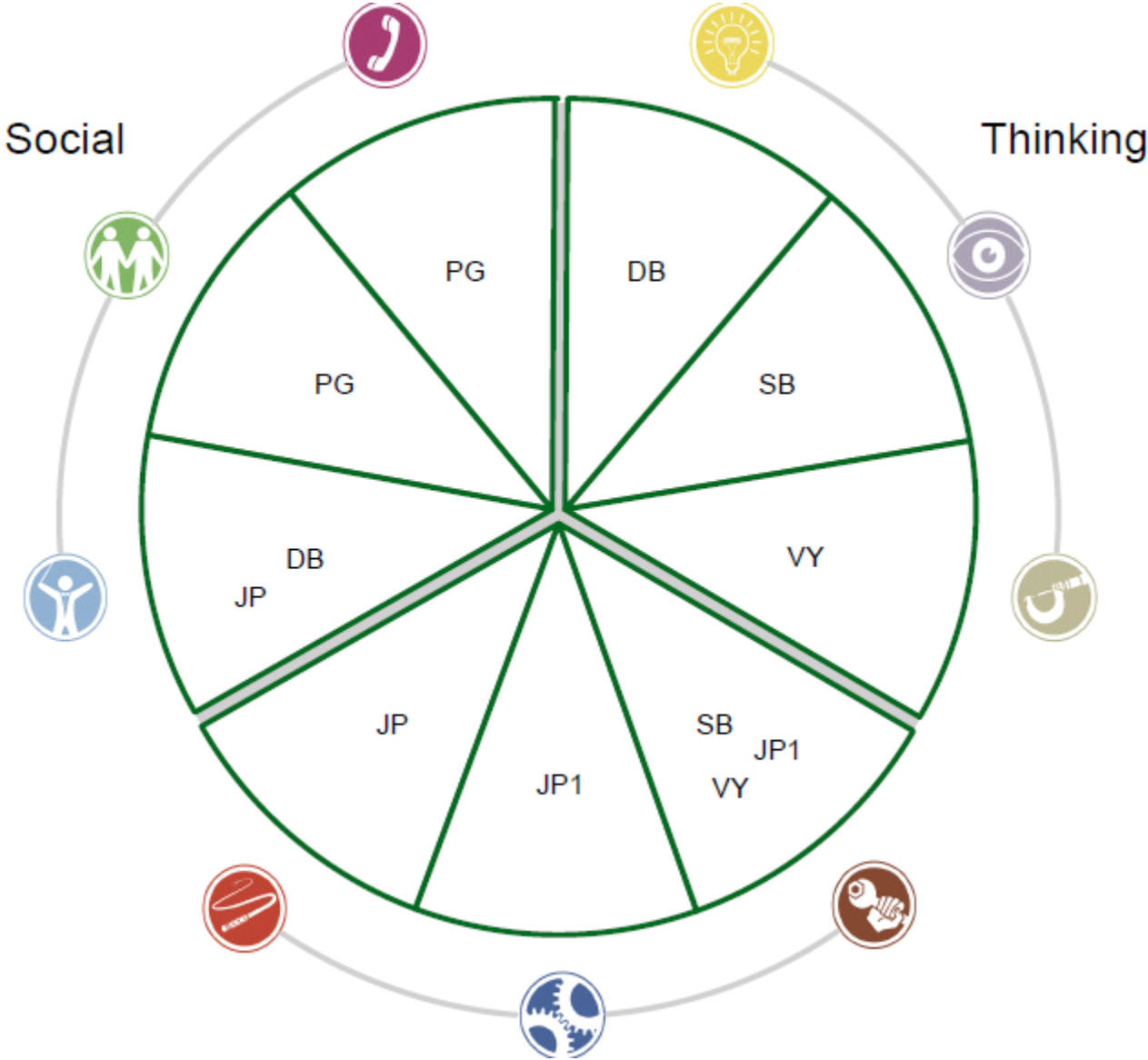
Domains



Individual Report



Team Report



BTRI & BSPI Assessment

- Online assessments
- First BSPI+observer assessment
- BSPI: 42 £
- BTRI: 75 £
- Report and coaching
- Job matching
- Action to improve



• **PDA International** •

What is PDA?



PDA *International*
DISCOVERING & EMPOWERING TALENT



Behavioral &
competency assessment



Right people fit in right
job



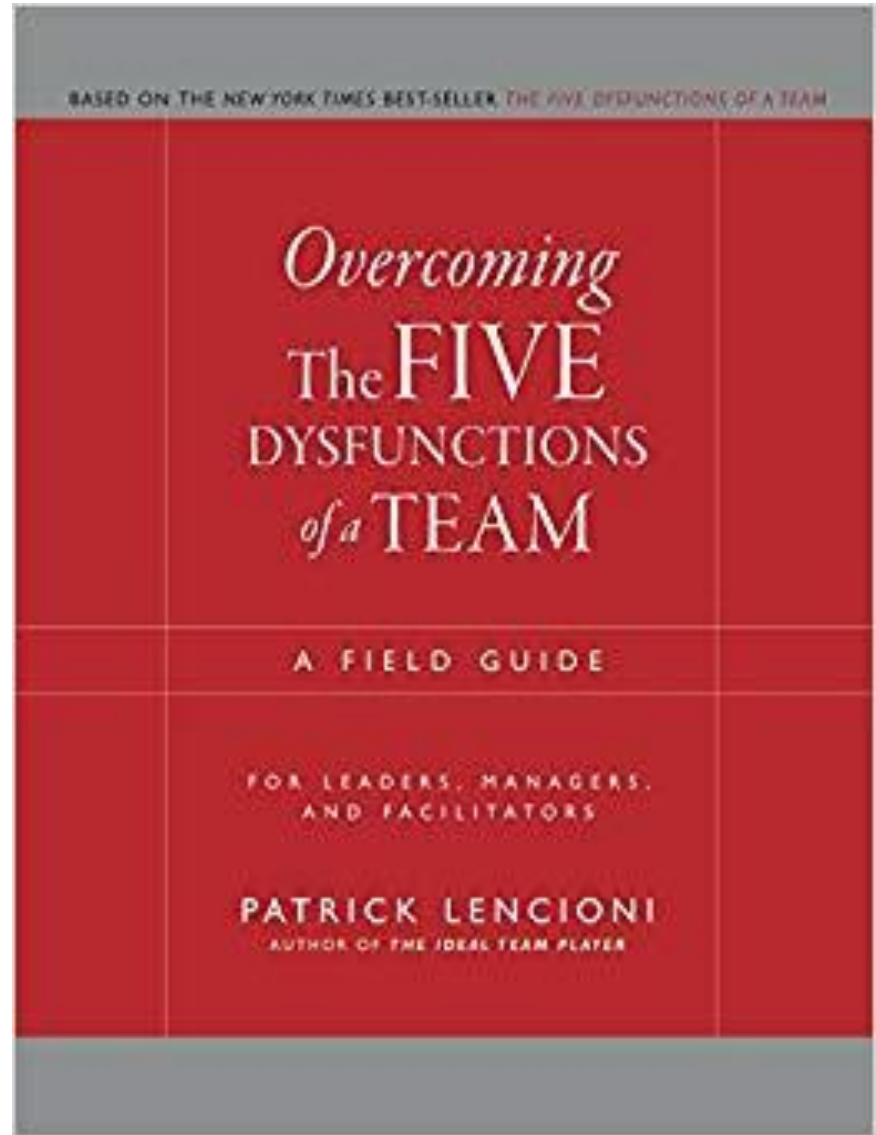
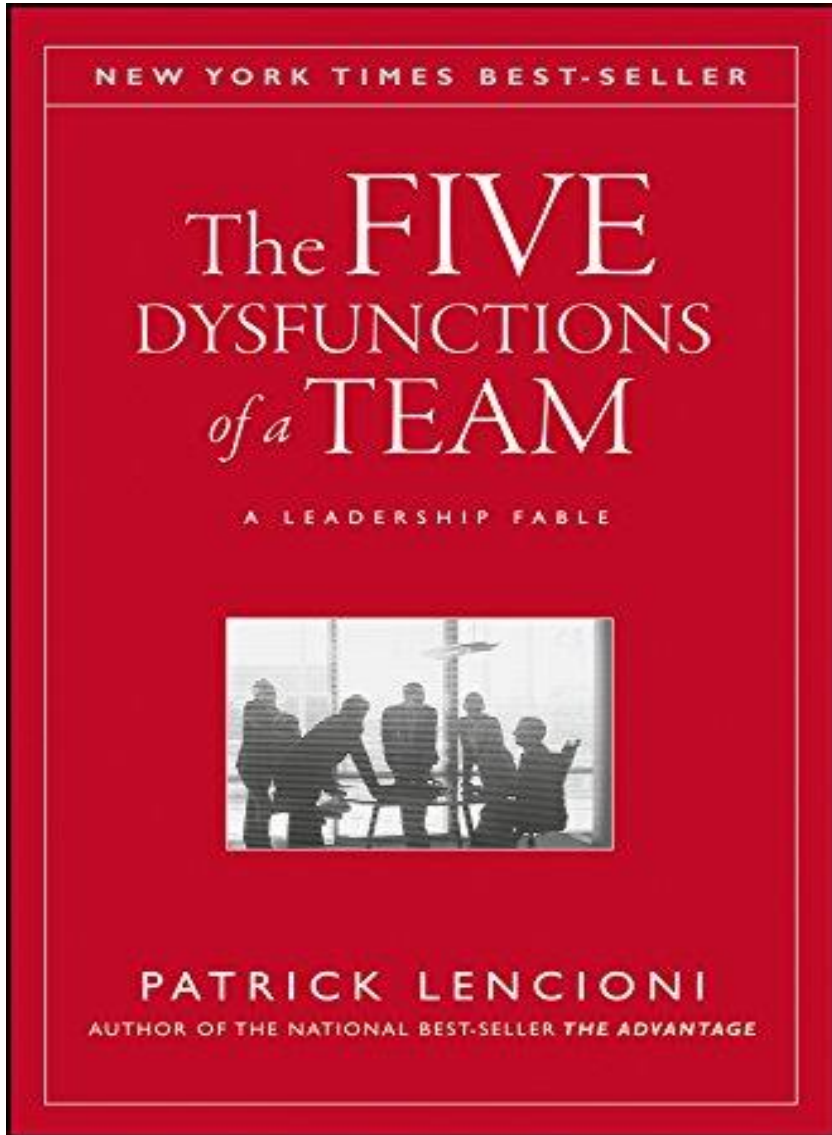
• **5 dysfunctions of a team** •

Model

5 dysfunctions of a team



Books



Assessment

- Online assessment
- 38 tests in five categories
- Price: 49.00\$
- Report and coaching
- Actions to take

Result

- HIGH (3.75 AND ABOVE)
- MEDIUM (3.25 TO 3.74)
- LOW (LESS THAN 3.25)

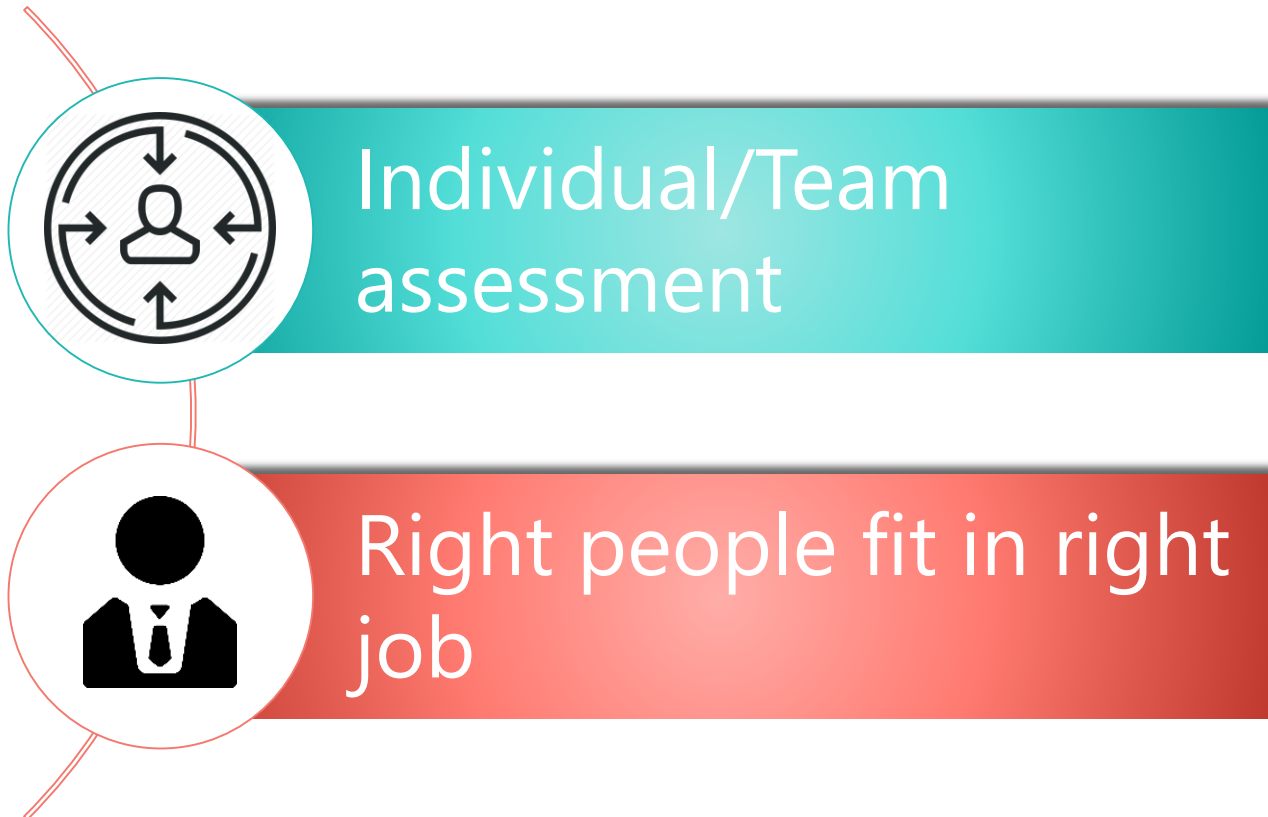


• **Team Effectiveness Assessment** •

What is TEA?

Linkage

Unleash your full potential.



Categories



Scales

Capabilities & Infrastructure

- Organizational Support
- Working Knowledge
- Virtual Infrastructure
- Aligned Leadership

Goals and Purpose

- Meaningful Mission
- Clear Priorities
- Team Commitment
- Strong Accountability

Roles & Individual Expectations

- Collaborative Partnerships
- Inclusion & Engagement
- Leveraged Diversity
- Innovative Experimentation

Interactions & Team Process

- Powerful Conversations
- Productive Conflicts
- Efficient Team Processes
- Effective Decisions

Learning & Results

- Metric Based Feedback
- Evolution & Adaptation
- Great Results
- Rewards and Recognition

Assessment

- Online assessment
- Five categories, 20 subcategories and 80 questions
- Price: ?
- Report and coaching
- Tips and exercises

Results

Symbol Key

- ◇ Historical Average
- Norm. Avg.



Capabilities & Infrastructure "Are We Set Up For Success?"

Team		Avg.	N1	N2	N3	N4	NN	Norm.	%ile	Hist.
		2.86	0	63	57	40	0	3.13	25	2.56

Goals & Purpose "Are We Focused?"

Team		Avg.	N1	N2	N3	N4	NN	Norm.	%ile	Hist.
		2.84	0	67	51	42	0	3.19	22	2.94

Roles & Individual Expectations "Are We Fulfilling Expectations?"

Team		Avg.	N1	N2	N3	N4	NN	Norm.	%ile	Hist.
		2.86	0	65	53	42	0	3.21	21	3.00

Interactions & Team Processes "Are We Aligned?"

Team		Avg.	N1	N2	N3	N4	NN	Norm.	%ile	Hist.
		2.84	0	60	65	35	0	3.02	36	2.88

Learning & Results "Are We Thriving?"

Team		Avg.	N1	N2	N3	N4	NN	Norm.	%ile	Hist.
		2.93	0	48	76	36	0	3.08	37	2.75

Conclusion



CliftonStrengths
Belbin



5 dysfunctions of a team
Team effectiveness assessment