



COACHING & CONVERSATIONS · TEAM TOOL

The Team Effectiveness Dashboard

Seven dimensions, one honest conversation. Your team's biggest gaps are where the scores disagree.

How to use it

1. Each team member rates all seven dimensions independently, low to high. 2. Compare scores. The dimensions where people disagree most are where to start. 3. Talk about the gaps together.

What we do

Our purpose, product, and output

Low 0 0 0 0 0 High

How we do it

The process — our SOP and method

Low 0 0 0 0 0 High

Where the work gets done

Workspaces and documents, virtual and real

Low 0 0 0 0 0 High

Where the final product sits

Connected to the business, easily discoverable

Low 0 0 0 0 0 High

How we work together

Roles, decisions, dynamics

Low 0 0 0 0 0 High

How we measure impact

Whether the work is accurate, useful, and impactful

Low 0 0 0 0 0 High

How are we?

Culture, dynamics, and wellbeing

Low 0 0 0 0 0 High

The first six dimensions are about the work. The seventh is about the people doing it. Teams that score the first six high and the seventh low are running on borrowed time.

This is the free dashboard. The facilitator's guide — the session plan, the debrief questions, and what to do with the gaps you find — comes with a working session. heatherlambertspeaker.com · heatherlambert.speaker@gmail.com