

Team Esteem Audit

How to determine if your Team is about to Expire or is ready to Excel

"Where do we start? How do we get the team functioning better?"

Well, you've now had a few days to reflect on your Team's Esteem Audit score – and consider not just *why* the score is what it is but *what to do next* in moving your team to a higher (and more enjoyable!) level of functioning.

I promised I would send you an extension to the Audit that would help you determine where your starting point might be ... and here it is.

Determining your areas of greatest need

To complete this next part of the Audit, you will need your completed Audit with the scores for each of the individual questions. Got it beside you? Great! Then let's get started ...

There are 5 questions relating to each of the 7 categories within our 7-Step System.

You can determine where your team's greatest challenge is by calculating the total score for each area as follows.

The Decision Step:

Total the scores for these questions:	#1	_____
	#9	_____
	#18	_____
	#26	_____
	#32	_____
	Total	_____

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The Health Check:

Total the scores for these questions:

#2	_____
#10	_____
#19	_____
#27	_____
#34	_____
Total	_____

Unloading the Baggage:

Total the scores for these questions:

#5	_____
#14	_____
#17	_____
#28	_____
#35	_____
Total	_____

Team Connect:

Total the scores for these questions:

#6	_____
#12	_____
#16	_____
#24	_____
#30	_____
Total	_____

Building Team Respect:

Total the scores for these questions:

#3	_____
#13	_____
#21	_____
#25	_____
#33	_____
Total	_____



Culture and Climate:

Total the scores for these questions:	#7	_____
	#15	_____
	#20	_____
	#23	_____
	#31	_____
	Total	_____

Maintenance and Momentum:

Total the scores for these questions:	#4	_____
	#8	_____
	#11	_____
	#22	_____
	#29	_____
	Total	_____

What does it all mean?

As you might suspect, the area that has the lowest score is the one in most need of help.

Yet, having said that, this may not be your best place to start.

Why? Because my decades of working with teams has taught me that one of the keys to transforming teams and changing culture is to get some quick 'runs on the board' early in the game. And the area that is perhaps ultimately the most important to shift may well not be the easiest one to see results in quickly.

For now, spend a few days discussing this with trusted team members and considering where you might start and what you could do to create improvements in this area.

In a few days' time, I'll send you 3 or 4 strategies for each of the 7 areas that will enable you to commence building your Team's Esteem immediately. Till then – stay positive and optimistic!