



# Team Effectiveness Profiler

**Communications Team  
Report  
May 2025**



# Team Effectiveness Profiler

## Guidelines on the use of the tep report

This report consists of two sections.

### SECTION ONE: TEAM PROFILE

The first section presents MEAN scores (shown as yellow) for the group on each of the 12 scales. This is supplemented by an indication of the RANGE of responses (shown as blue). For the MEAN scores (yellow), facilitators should note the following interpretive guidelines:

- ◆ Very Low or High scores suggest that the overall team view is **EXTREMELY** like the scale description.
- ◆ Scores close to the extremes suggest that the overall team view is **VERY** like the scale description.
- ◆ Scores moving towards the extremes suggest that the overall team view is **QUITE** like the scale description.
- ◆ Scores close to but not at the average suggest that the overall team view is **FAIRLY** like the scale description.
- ◆ Scores at the average are **TYPICAL** for teams generally.
- ◆ Decimals have been rounded to the nearest whole number.

The **RANGE** of responses (blue) is important since it provides an indication of the degree of agreement between team members. The narrower the range, the more likely it is that team members share the same view.

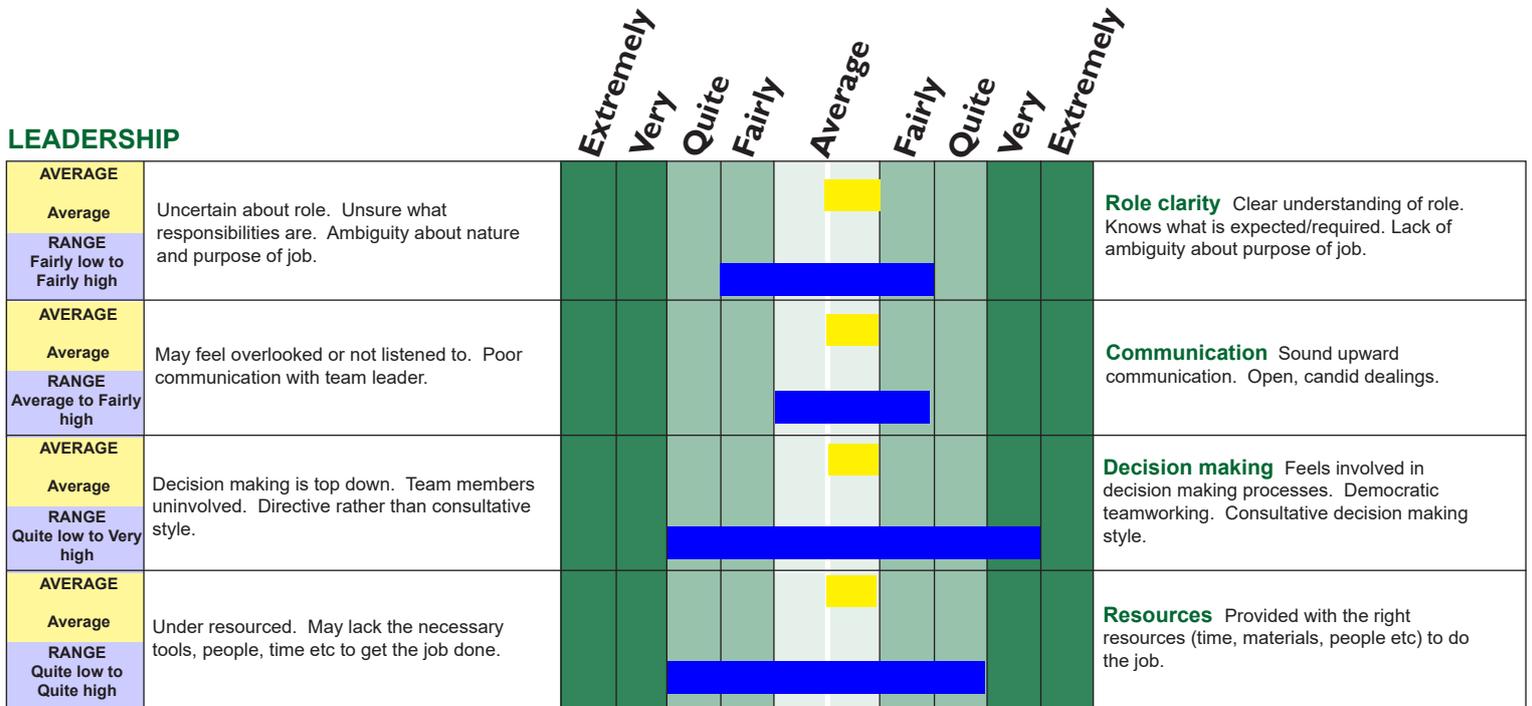
### SECTION TWO: SCALE DISTRIBUTIONS

The second section provides a detailed breakdown of the actual (anonymous) responses. This breakdown allows facilitators to see graphically how each of the respondents rated the team on each of the 12 scales.



# Team Effectiveness Profiler

## Section One



### LEADERSHIP

The team's results for Leadership are typical for teams generally - that is to say they fall at the average. However, the overall score is only one part of the story.

This team will want to explore the broad range of scores around the decision-making process. To what extent do all team members feel that they are either consulted or allowed to participate in decisions that have to be made?

Similarly, there appears to be a lower consensus around the adequacy of resources provided.

More encouragingly, the ranges of scores for both role clarity and communication are tighter, but nevertheless some discussion needs to take place about how things might be even better.

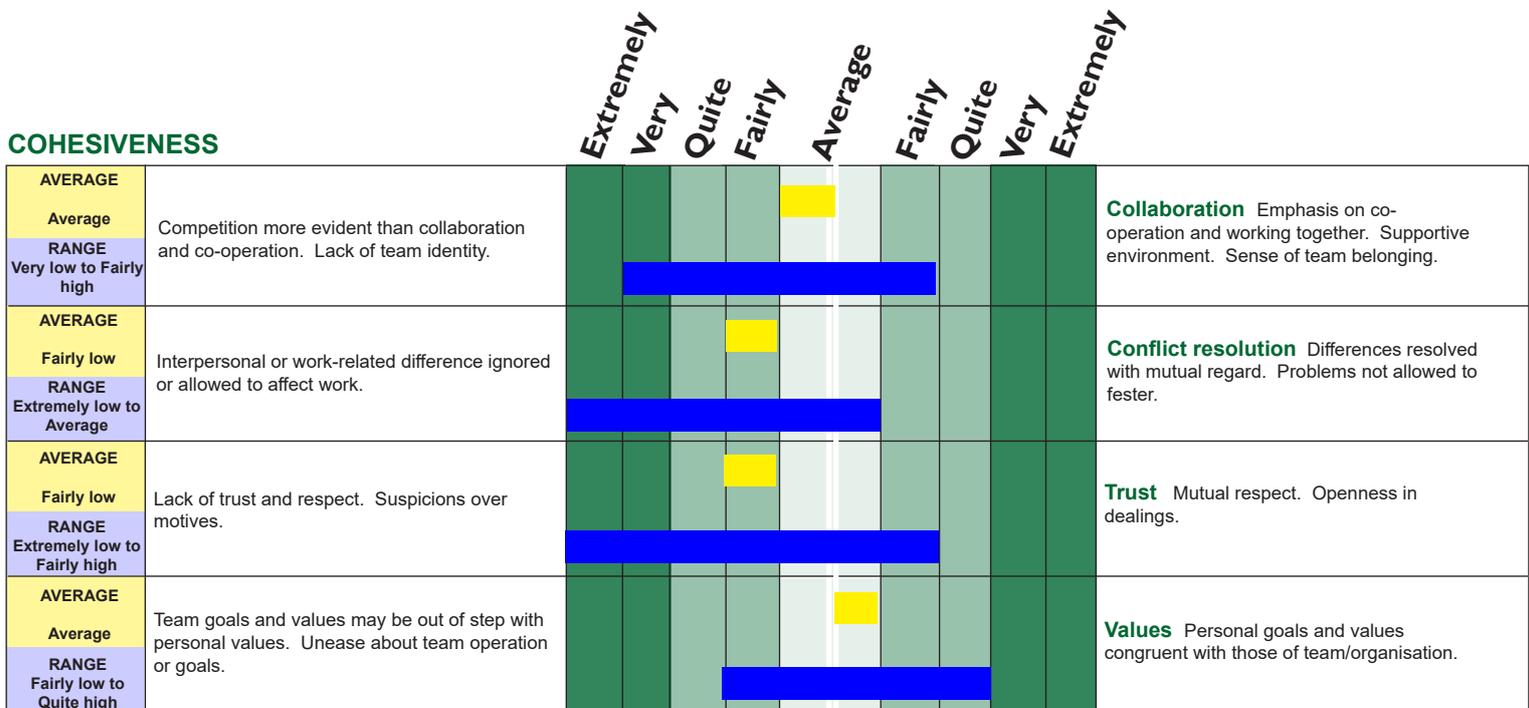
**Overall, these results suggest that the team will benefit from sharing their thoughts openly about how the team can move forward.**



# Team Effectiveness Profiler

## Section One

### COHESIVENESS



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This domain is perhaps the area that needs to be addressed as the top priority. It is hard to see how the team can consolidate its position across the piece without coming to terms with what is happening in terms of conflict resolution and an apparent lack of trust and/or respect where over or around a half of the team have concerns. Although there is some evidence of a convergence of values and some sense of belonging, there is still some way to go to re-boot team cohesiveness.

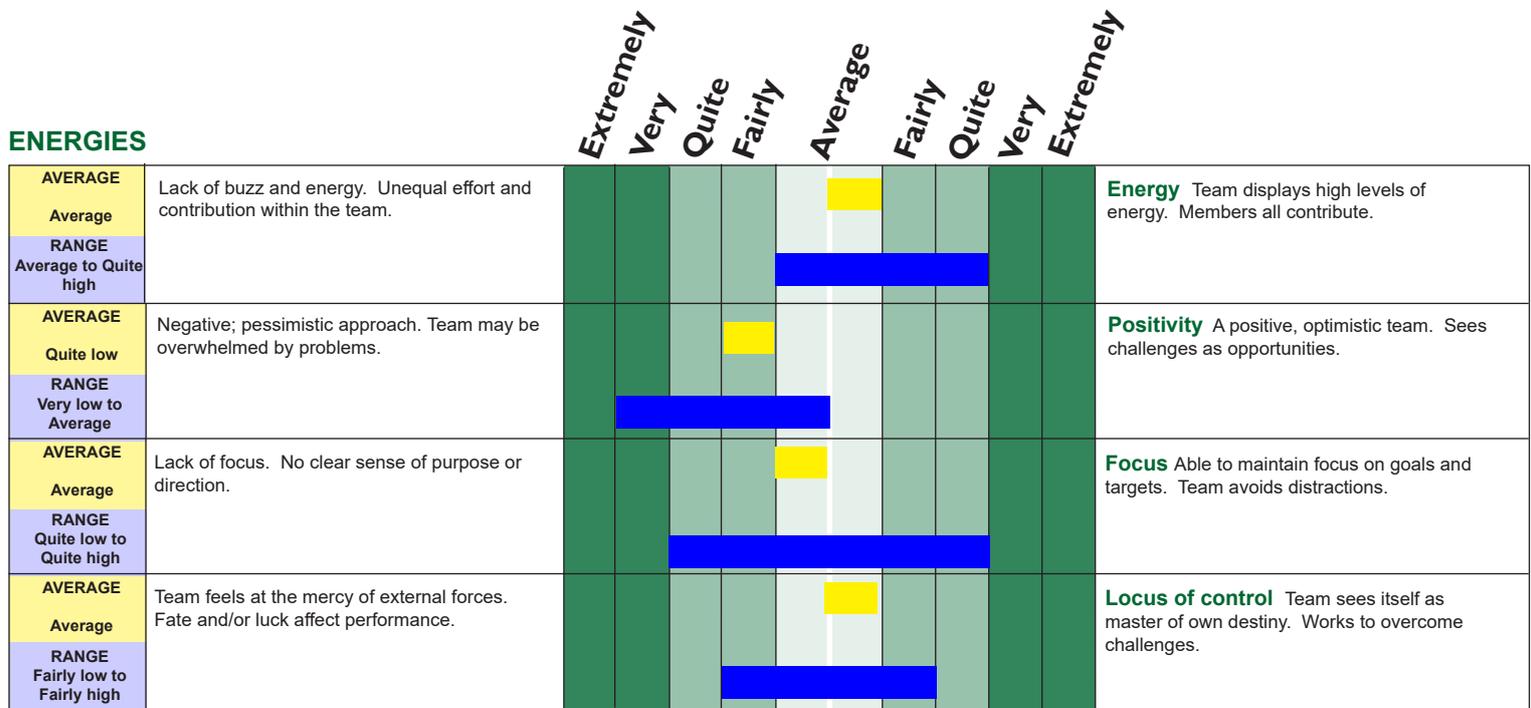
**Overall, these results point to this area as the primary focus for this team's further development.**



# Team Effectiveness Profiler

## Section One

### ENERGIES



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There is some evidence of the team having a reasonable level of energy, focus and a sense that they have some control over their destiny. This is to be fostered and encouraged.

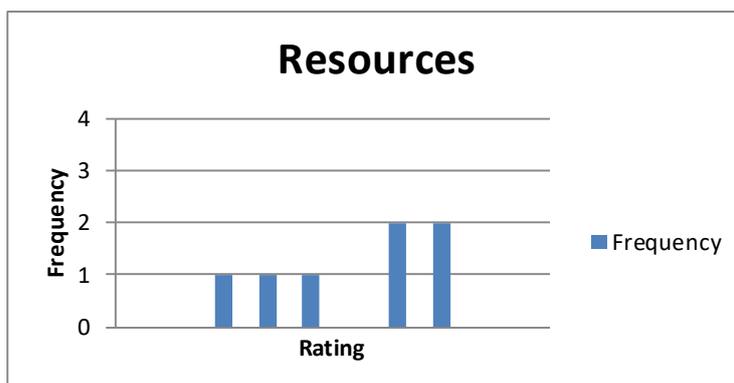
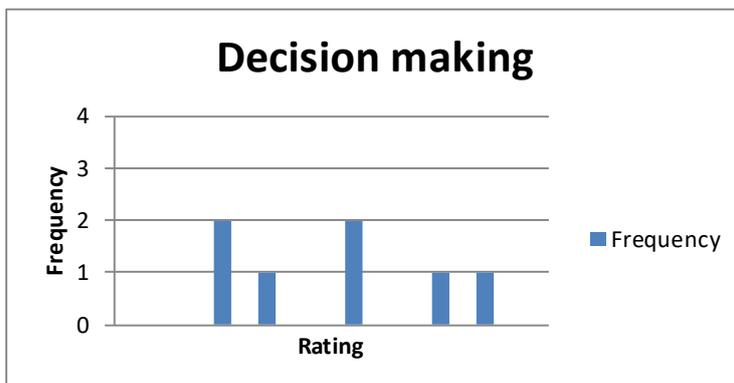
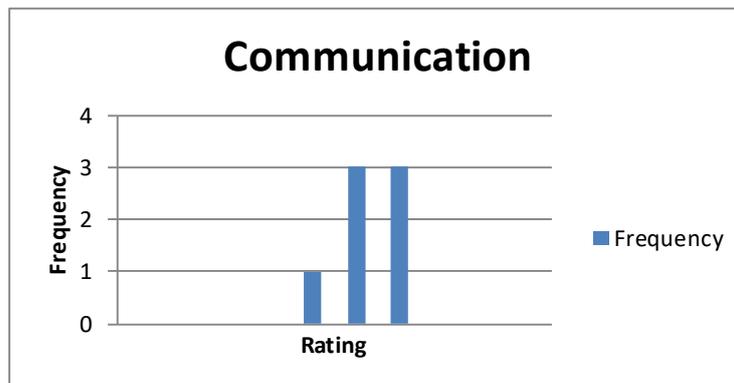
However, the scores around pessimism need to be addressed. Is there a connection here with the feedback around cohesion and maybe issues related to involvement?

**Overall, the possible negativity and its relationship with conflict resolution and trust should be seen as a priority.**



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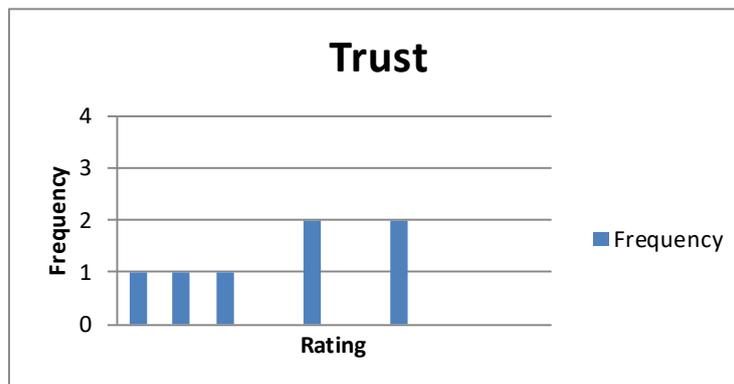
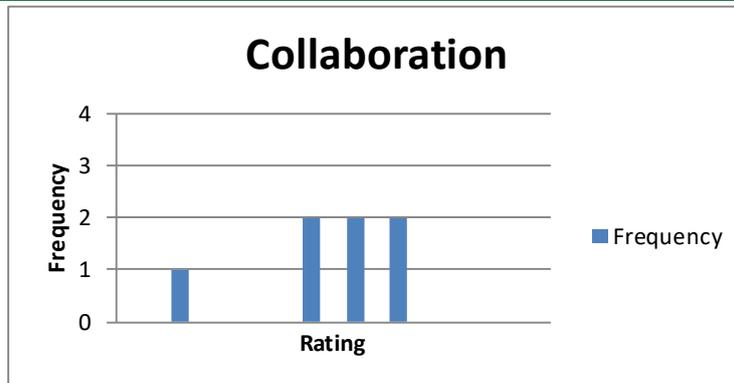
## Section Two





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## Section Two

