

# Team Dynamics Assessment

Individual Report

Your Name

18/05/2026



High-performing teams operate as **systems**.  
When one element is weak, the whole **system** feels it.

Team  
Dynamics 

This assessment is inspired by the pioneering research of Patrick Lencioni's Five Dysfunctions of a Team, and the research on Psychological Safety, adapted with our own interpretation and methodology.

# TRUST (Vulnerability)

**See below how you answered to each statement:**

1. People in this team feel safe admitting mistakes without worrying about being blamed.

**Answer: Always**

2. Team members share challenges or uncertainties without fear of being judged.

**Answer: Usually**

3. Leaders and colleagues are open about their strengths and where they still need to improve.

**Answer: Rarely**

4. When mistakes happen, this team focuses on finding solutions instead of placing blame.

**Answer: Usually**

5. People can ask for help without worrying it will be seen as a weakness.

**Answer: Rarely**

## TRUST:

Trust in this context means feeling safe to be human at work — admitting mistakes, asking for help, and being transparent without fear of losing credibility. When trust is high, people can share ideas early (even imperfect ones) because they know the team will respond constructively. In a high-performance environment, this is the equivalent of sharing early test data — it helps the whole system improve before problems become costly. When trust is low, people keep problems hidden, avoid asking questions, and stick to “safe” contributions.

68%

### Questions to Discuss with Your Partner:

1. When was the last time you felt fully safe admitting a mistake to this team?
2. What can we do to normalize vulnerability more consistently?

### Actions You Can Take:

**As a Leader:** Model vulnerability by sharing lessons learned & Recognize and thank individuals who show openness.

**As a Team Member:** Share not only successes but also lessons learned & Ask for help early and often.

## CONFLICT (Open, Respectful Debate)

See below how you answered to each statement:

6. People in this team can disagree without it becoming personal or political.

**Answer: Always**

7. We challenge each other's ideas respectfully, without damaging relationships.

**Answer: Always**

8. When tensions arise, we talk about them directly instead of avoiding the issue.

**Answer: Rarely**

9. Our debates focus on finding the best solution, not on "winning" the argument.

**Answer: Never**

10. Different opinions are welcomed and seen as valuable for making better decisions.

**Answer: Rarely**

### CONFLICT:

Healthy conflict is about ideas, not egos. It's the ability to disagree without damaging relationships, to challenge one another with the shared goal of finding the best solution. For teams, this is like an engineering review: you expect rigorous debate over design choices — not to undermine a colleague, but to create the best possible outcome.

When conflict is avoided, critical feedback never surfaces, and decisions are made without exploring all perspectives. When conflict becomes personal, trust erodes and collaboration suffers.

60%

### Questions to Discuss with Your Partner:

1. How do we ensure that everyone's voice is included in debates?
2. What practices help us keep conflict constructive instead of personal?

### Actions You Can Take:

**As a Leader:** Proactively invite quieter members to share input & Use structured methods like "Devil's Advocate", to balance discussions.

**As a Team Member:** Speak up respectfully in the moment & Ensure balanced participation in group discussions.

## COMMITMENT (Shared Ownership)

See below how you answered to each statement:

11. Even after strong debates, this team leaves meetings with clear agreements on what to do next.

**Answer: Never**

12. People feel safe raising any concerns before a decision is made.

**Answer: Usually**

13. Decisions are clearly explained so everyone understands their role in carrying them out.

**Answer: Sometimes**

14. Even if someone disagreed in the discussion, they support the decision once it's made.

**Answer: Always**

15. Before moving forward, we make sure everyone knows exactly what has been agreed.

**Answer: Usually**

### COMMITMENT:

Commitment means full alignment and buy-in after a decision is made — even if there was disagreement during the discussion. In practice, it's knowing exactly what's been agreed, why, and who's responsible. This mirrors a program launch sign-off — every department leaves the meeting knowing the next steps and owning their part. Without commitment, team members may silently disagree, stall progress, or reinterpret decisions in their own way.

68%

### Questions to Discuss with Your Partner:

1. How can we ensure everyone is fully committed before closing a meeting?
2. What processes guarantee clarity of roles and timelines?

### Actions You Can Take:

**As a Leader:** End every meeting with explicit deliverables, owners, and timelines & Ask for verbal alignment before moving forward.

**As a Team Member:** Restate personal commitments before leaving meetings & Ask clarifying questions to align understanding.

# ACCOUNTABILITY (Holding Each Other Accountable)

See below how you answered to each statement:

16. Team members give feedback directly to each other, even when it's uncomfortable.

**Answer: Always**

17. I see peers holding one another accountable for agreed actions without needing the boss to step in.

**Answer: Sometimes**

18. When commitments are missed, we talk about it constructively and focus on solutions.

**Answer: Always**

19. Everyone on the team is expected to meet the same standards, no matter their role or seniority.

**Answer: Always**

20. If someone's work is affecting the team, it gets addressed quickly and fairly.

**Answer: Always**

## ACCOUNTABILITY:

Accountability here isn't about top-down policing — it's peer-to-peer responsibility for upholding agreed standards and delivering on commitments. Teams with strong accountability speak up when they see a gap, offer feedback directly, and hold each other to the same high standard regardless of rank or department. This is like quality control on the factory floor — every team member is empowered to flag an issue before it reaches the customer. When accountability is weak, underperformance is tolerated, and frustration builds among those who are meeting expectations.

92%

### Questions to Discuss with Your Partner:

1. How comfortable are we holding our peers accountable directly?
2. What rituals could make peer accountability a natural practice?

### Actions You Can Take:

**As a Leader:** Create transparent dashboards to track commitments & Highlight and celebrate examples of peer accountability.

**As a Team Member:** Offer constructive feedback directly and promptly & Invite accountability: "Please hold me responsible for X."

## RESULTS (Shared Success)

### See below how you answered to each statement:

21. People in this team put shared goals ahead of personal or departmental wins.

**Answer: Usually**

22. It's safe to focus on what's best for the organization, even if it means giving up a personal preference.

**Answer: Rarely**

23. We celebrate successes as team achievements, not just individual victories.

**Answer: Usually**

24. Team members willingly share resources or expertise to help others succeed, even outside their own area.

**Answer: Never**

25. Our team regularly checks if we are meeting our shared goals and adjusts if needed.

**Answer: Always**

### RESULTS:

Results focus means putting team and organizational goals above personal or departmental agendas. When results matter most, resources, recognition, and problem-solving flow to whatever will help the whole team succeed. This is like tuning every component to optimize overall vehicle performance — no single part “wins” unless the whole system delivers. When focus shifts away from shared results, silos form, competition turns inward, and collaboration declines.

**64%**

### Questions to Discuss with Your Partner:

1. How do we sustain a focus on collective results, even under pressure?
2. What would excellence beyond our current performance look like?

### Actions You Can Take:

**As a Leader:** Tie initiatives explicitly to business KPIs & Celebrate team results collectively.

**As a Team Member:** Share resources and knowledge across groups & Celebrate team outcomes over individual wins.

# Take the Next Step:

*Turn Insight into Collective Action*

You've just completed your individual Team Dynamics Assessment. The next step is to elevate these insights from **individual awareness to team impact**.

By generating a **Team Dynamics Group Report**, your team can see shared patterns, strengths, and friction points that are invisible at the individual level. The team report brings clarity to how trust, communication, accountability, and collaboration are experienced collectively—creating a powerful foundation for honest dialogue, alignment, and focused action. This report is ideal for leadership teams and intact teams who want to move beyond opinions and assumptions and work with real data to strengthen how they operate together.

Would you like to go a step further?

You now have the opportunity to generate the **Team Dynamics Group Report for your team** and turn individual insight into meaningful, collective progress.

## Primary & Secondary Teams:

*Making the Data Actionable*

The *Team Dynamics Group Report* becomes even more powerful when paired with the **Primary & Secondary Team Model**.

**Together, these tools help leaders:**

- Understand where misalignment is happening—and why
- Distinguish enterprise-level issues from team-level issues
- Strengthen peer alignment at the Primary Team level
- Create clarity, trust, and accountability within Secondary Teams

This combined approach ensures the insights from the assessment translate into **clear decisions, aligned leadership behavior, and sustained performance** across the organization.

The **Team Dynamics Group Report** and the **Primary & Secondary Team Model** are **available together as a complete package**, designed to support real, measurable leadership impact—not just reflection.

