

TESI® Short*

Organization: _____ Department: _____/_____/_____ Date: ____/____/____
Month Day Year

Sector: Government Education Corporate Non-Profit Other _____

Your Gender: Male Female Your Age: _____ (optional)

Team Role: Leader Manager Supervisor Lead Member Other _____

Team Name: _____ Your Years with This Team: _____

Name or Identifying Number Assigned by Your Facilitator: _____

<i>Instructions:</i> Read each statement and choose the answer that best describes your team. Choose only ONE answer for each statement and CIRCLE the number that matches your answer. This is not a test; there are no good or bad answers. Be as honest as you can, your first thought is the best.	Rarely or Never	Seldom	Sometimes	Often	Practically Always
1. We pay attention to feelings within the team.	1	2	3	4	5
2. We deal with anger on our team.	1	2	3	4	5
3. We get feedback from each other on what works.	1	2	3	4	5
4. Our team wants to add value.	1	2	3	4	5
5. Our team continues to be hopeful when challenged.	1	2	3	4	5
6. Our team practices work-life balance.	1	2	3	4	5
7. The image of our team matters to us.	1	2	3	4	5
8. We respect the feelings of team members.	1	2	3	4	5
9. Our disputes stimulate team productivity.	1	2	3	4	5
10. We are honest with one another.	1	2	3	4	5
11. Our team members take ownership of their work.	1	2	3	4	5
12. Our team stays encouraged when under pressure.	1	2	3	4	5
13. Our team recovers quickly from setbacks.	1	2	3	4	5
14. Our team is more important than its members.	1	2	3	4	5
15. We value all team members.	1	2	3	4	5
16. Our team members steer clear of getting even.	1	2	3	4	5
17. We discuss sensitive matters frankly.	1	2	3	4	5
18. Our team members feel responsible.	1	2	3	4	5
19. Our team members have a good sense of humor.	1	2	3	4	5
20. Our members feel safe within the team.	1	2	3	4	5
21. We know what our team stands for.	1	2	3	4	5

You are done! Thank you!

If you have any other thoughts or feelings, please write them here:

*As part of their ongoing research effort, the authors would greatly appreciate knowing the results of your TESI® administration. Demographic information and scoring results can be forwarded to the authors at contact@cgrowth.com.

TESI[®] Short Self-Scoring

Instructions: Record each of your scores from the assessment on the appropriate numbered line below. Note that the numbers are not in order. When you have finished, total each column.

	TID	MOT	AWA	COM	STO	CFR	POM
	7. ____	4. ____	1. ____	3. ____	6. ____	2. ____	5. ____
	14. ____	11. ____	8. ____	10. ____	13. ____	9. ____	12. ____
	21. ____	18. ____	15. ____	17. ____	20. ____	16. ____	19. ____
Total:	____	____	____	____	____	____	____

Interpretation Guidelines

- If your team scores between 3 and 6 your team is challenged in this area and can benefit from further development.
- If your team scores between 7 and 11 your team functions effectively with room to spare for further development.
- If your team scores between 12 and 15 your team thrives in this area and likely is successful because of it.

TESI[®] Competency Descriptions

Team Identity (TID)

Assesses how well the team demonstrates belongingness, followership, and a sense of clarity around the role of each member. Brings with it a high level of loyalty if highly scored.

Motivation (MOT)

Gives feedback on the energy levels of and responsibility within the team and whether competition is working for or against the team. Creates the energy that gets the team going; without it little would be done.

Emotional Awareness (AWA)

Measures the amount of attention the team pays to noticing, understanding, and respecting feelings of team members. Is a critical factor in motivation, productivity, and the ability to collaborate. Is central to the success of every team.

Communication (COM)

Provides feedback on how well team members listen, encourage participation, and discuss sensitive matters. Is of central importance for every kind of team interaction.

Stress Tolerance (STO)

Gives the team a reflection of how well it is doing in managing the pressures of workload, time constraints, and the real needs for work-life balance. Is closest of all scales to physical health.

Conflict Resolution (CFR)

Addresses how constructively the team works when there is disagreement and whether the team is able to deal with adversity to enhance its functioning, rather than being caught up in the conflict. Is essential for productivity.

Positive Mood (POM)

Comments on the level of encouragement, sense of humor, and how successful the team expects to be. Is a major support for a team's flexibility and resilience.

TESI[®] Conversion Table

Use this table to convert your score totals to a percentage score.*

Your Total Score	Your Percentage Score*
3	3
4	11
5	18
6	26
7	35
8	42
9	50
10	59
11	67
12	74
13	83
14	91
15	97

***Note:** The percentage scores reflect that the scoring scale does not start at 0. For example, since “1” is the lowest score and “5” the highest score for each item, the total score for a skill area ranges from a low of 3 (1+1+1) to a high of 15 (5+5+5), with the midpoint being 9 (3+3+3). Therefore, a total score of 9 is converted to a percentage score of 50 percent because it aligns with the midpoint. The fact that the lowest possible percentage score is set at 3 percent and the highest at 97 percent reflects our belief that there is almost always room for improvement, whether a team is at the highest or lowest percentage.

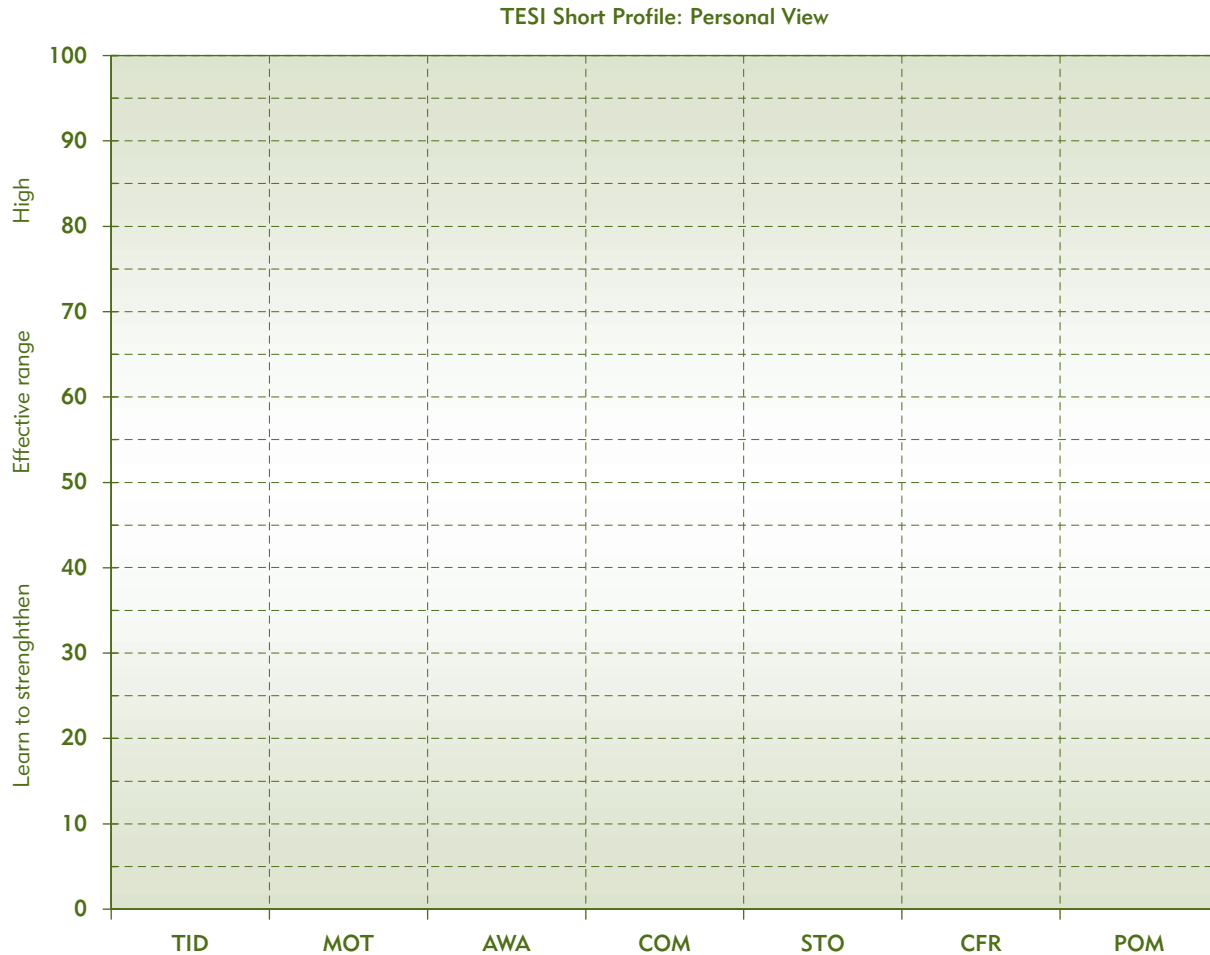
TESI[®]: Your Personal Results

Instructions: On this page, you'll create a graph of your scores using the grid below.

Begin by recording your personal percentage scores.

TID	MOT	AWA	COM	STO	CFR	POM

Then, for each competency, draw a horizontal line on the graph across from your personal percentage.



TESI[®]: Your Team Results

Instructions: You'll need to wait until the group scores have been reported out and averaged to complete this team results section.

In the space below, record the group averages:

TID	MOT	AWA	COM	STO	CFR	POM	

In the space below, record the minimum and maximum scores and the range (subtract the minimum from the maximum) for each competency.

Min							
Max							
Range							
	TID	MOT	AWA	COM	STO	CFR	POM

TESI[®]: Your Team Results (Continued)

Instructions: On this page, you'll create a graph of your team percentages using the same grid type as you did for your personal percentages.

First, using the group averages from the previous page and the conversion table, record your group percentages.

TID	MOT	AWA	COM	STO	CFR	POM

Then, for each competency, draw a horizontal line on the graph across from your group percentage.

