



## Team Healthscore

# Clarity your team can act on.

The Team Health Score gives leadership teams a way to look beneath individual effort and outcomes and explore how effectively they work together. It creates clarity on the habits, behaviours and assumptions that shape a team's culture, as well as underpinning a commitment to holding a truly 'high-performance' team ethos.

Grounded in team ownership, the process is co-created for the team, by the team. It helps leadership teams define what matters most to them to achieve sustainable success and assess how clearly and consistently shared expectations are lived and not just believed.

It is a structured, transparent approach that enables teams to turn ambition into action. It challenges silent assumptions, making ways of working explicit and observable. What emerges is a shared understanding of how the team operates at its best—one that every member can see, shape, and stand behind.

### » Built for ambitious teams

- ▶ Team Health Score is for leadership teams who know that high-performing outcomes require high-performing team conditions.
- ▶ Ambitious teams accept that clarity, consistency, and trust is needed for better decisions, stronger collaboration, and faster execution but can be hard to achieve all the time.
- ▶ They know they need to create space to reflect on how the team works together and not just what it delivers.
- ▶ It's for teams who believe in continuous improvement, want to lead with intent, raise their collective standard, and turn ambition into everyday action.

## » Focused. Disciplined. Strategic.

### 1. Identifying key focus areas

Teams choose performance dimensions that reflect what matters most to succeed together.

### 2. Workshop for behavioural alignment

A structured and facilitated workshop helps the team define the desired behaviours that underpin the performance dimensions. These behaviours become the basis for their assessment.

### 3. Monthly self-assessment

A brief, structured pulse supports the team showing up as agreed each month, sustain consistency, avoid drift, and keep focused on their desired changes. This is self-generated data based on real experience and not just individual assumptions.

### 4. Quarterly reflection

A facilitated quarterly discussion helps unpack results, connect data to behaviour, and identify what needs to shift. These conversations strengthen team cohesion and shift performance from reactive to intentional.

### 5. Sustained, disciplined cadence

With a regular rhythm of engagement (approximately two hours per quarter), Team Health Score becomes a strategic habit within the team's operating rhythm-clear, structured, and sustainable.

## » From Behaviour to Breakthrough

- ▶ High performing teams don't just react - they reflect, adjust, and act with consistency. They treat team culture and behaviour (in-put goals) with the same rigour as targets and metrics (Outcome goals)
- ▶ Team Health Score shifts focus from personality to patterns. It asks: How do we behave when it matters? And how often?

