

the **aston** real team profile plus

Through on-going research at Aston University we learn more each year about which dimensions are most powerful in predicting the potential effectiveness of teams. This new, short, questionnaire is designed to enable teams to check that they have in place the foundations for developing into high performing teams.

The Aston Real Team Profile Plus measures the seven structural features that are essential for the establishment of 'real teams' and the six process dimensions that are predictive of basic team success:

Structural dimensions

- Team identity
- Team autonomy
- Team member interdependence
- Team member role clarity
- Team leader clarity
- Team objectives
- Team reflexivity

Process dimensions

- Team communication
- Team focus on quality
- Team innovation
- Lack of team conflict
- Inter-team working
- Team contribution

Key features

- ❑ Easy to administer – register your teams on-line whenever convenient
- ❑ Takes team members just 5 minutes to complete the on-line questionnaire
- ❑ The one-page team report provides a clear description of the areas in which team members need to focus development
- ❑ Cost-effective for use with large numbers of teams and for teams in their early life – just £50 per team and discounts are available for large scale administrations
- ❑ Sub-group reports available
- ❑ Organisational level reports can be created to show the extent and potential effectiveness of teams across the whole organisation, across directorates, service areas or within partnerships
- ❑ Full advice and support provided through our bureau service

Good times to use the ARTP plus

- ❑ Following organisational change and restructuring to ensure that newly formed teams have the essential foundations in place to achieve high performance
- ❑ When the organisation needs to survey large areas to assure future performance and highlight areas of potential difficulty before they become performance issues









To discuss your team assessment requirements please do contact Lynn Markiewicz

telephone: 01252 727270







e.mail Lynnm@astonod.com



The Aston Real Team Profile Plus for Example A

<i>Dimension</i>	<i>Dimension definition</i>	1	2	3	4	5
Team identity	The extent to which team membership is clear and the team is recognised as a team by others in the organisation.					
Team autonomy	The degree of control and discretion the team has in carrying out team tasks.					
Team member interdependence	The extent to which team members rely on one another to complete team tasks and meet team objectives.					
Team member role clarity	The extent to which team member roles are clear, distinguishable and understood by everyone within the team.					
Team leader clarity	The degree to which all team members are clear about and agree about who is the leader of the team.					
Team objectives	The extent to which the team has clear, agreed team objectives, to which all team members are committed.					
Team reflexivity	The degree to which the team collectively reflects upon their immediate and long term objectives, processes and strategies and adapts these as required.					
Overall 'real team' assessment						

Further indications of potential team effectiveness

<i>Dimension</i>	<i>Dimension definition</i>	1	2	3	4	5
Team communication	The extent to which team members communicate effectively about the team task.					
Team focus on quality	The degree to which team members are focused on high quality client outcome.					
Team innovation	The extent to which the team implements new and improved ways of working.					
Lack of team conflict	The degree to which team members feel that there is little destructive conflict within the team.					
Inter-team working	The degree to which the team engages in effective, co-operative working with other relevant teams.					
Team contribution	The degree to which team members believe that the team's task makes a valuable contribution to the overall success of the organisation.					

This report has been produced from information provided by 11 team members.

 average of team member responses  range of team member responses