

# the **aston** team performance inventory

The ATPI is the most comprehensive measure of team performance available. Developed from over ten year's of research into team effectiveness by Professor Michael West and his team at Aston University, the ATPI identifies and measures the key elements of effective team working at both team and organisational levels.

The ATPI can be used with teams that are **performing well** to enable them to maintain performance and to develop further. It can also be used with teams that are **under-performing** to help identify specific factors which are preventing the team from achieving its potential.

The ATPI is unique because it examines the factors influencing team effectiveness in three distinct areas by:

1. Assessing the main **inputs or contextual factors** that influence a team's performance
2. Assessing **team and leadership processes**
3. Evaluating the **team's performance**

The ATPI is an easy-to-administer questionnaire which takes approximately 15 minutes to complete.

The results are presented in a comprehensive 14 page report, giving feedback about how the team is performing in relation to teams in a relevant comparison group and showing levels of agreement between team members about the way in which the team is performing.

Teams use the feedback report in a number of ways:

### **Strengthening and developing team effectiveness**

The feedback report allows the team to identify areas of strength and weakness and so more accurately tailor team development initiatives. The process of reviewing the ATPI feedback report provides a sound foundation for improving performance.

### **Benchmarking**

Because the ATPI assesses the team in relation to other comparable teams, the data collected can be used to benchmark performance against other teams inside and outside the organisation.

By using the ATPI before and after a period of development, it tool can be used to monitor the team's progress both in relation to the starting point and in relation to other teams.

### **Assessing Organisational Capacity**

The ATPI is also used to review the effectiveness of team working across whole organisations. An organisational level report can be produced where data is available from a representative sample of teams. This report provides both descriptive and predictive information about the range, appropriateness and effectiveness of team working across the organisation.

To view a sample team report please visit our website [www.astonod.com](http://www.astonod.com)

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