

Your Team Name  
Team Leader's Name

## The Aston Team Performance Inventory

- Developed from over 10 years of research evidence from Aston Business School
- The most comprehensive tool available to predict team performance in organisations
- Compares the average of team members' responses to those of a relevant comparison group – in this case 64 clinical service teams

## What is a team?

A group of people who:

- share common objectives
- need to work together to achieve these objectives
- have the opportunity to meet regularly to review performance and to plan for success

## Aston Team Performance Inventory



## The Aston Team Performance Inventory

### Team member perception

- Average rating
- Rating scale 1 – 5

### Level of agreement

- Between team members about average rating

- The following slides give an overview of how your team members rate each of the dimensions and components of the ATP/ – the following colour codes apply

Amber – average

Green - above average

Green and underlined – well above average

Red - below average

Red and underlined - well below average

The letter in brackets after the dimension name indicates the level of agreement expressed by your team members:

- (h) High – all scores fall within .5 of a rating point
- (m) Moderate – all scores fall within 1 rating point
- (l) Low – some scores fall outside of 1 rating point

## Inputs

<b>Task Design (h)</b> <ul style="list-style-type: none"> <li>- Complete task</li> <li>- Team autonomy</li> <li>- Team member interdependence</li> <li>- Task relevance</li> <li>- Feedback on team performance</li> </ul>	<b>Team Effort and Skills (m)</b> <ul style="list-style-type: none"> <li>- Appropriate skills</li> <li>- Team member motivation</li> <li>- Team potency</li> </ul>
<b>Organisational Support (m)</b> <ul style="list-style-type: none"> <li>- Information and communication</li> <li>- Training for team working</li> <li>- Climate for team working</li> </ul>	<b>Resources (m)</b> <ul style="list-style-type: none"> <li>- Material resources</li> </ul>

## Team processes

<b>Objectives (m)</b> <ul style="list-style-type: none"> <li>- Clarity</li> <li>- Agreement</li> <li>- Commitment</li> </ul>	<b>Reflexivity (m)</b> <ul style="list-style-type: none"> <li>- Task reflection</li> </ul>
<b>Participation (m)</b> <ul style="list-style-type: none"> <li>- Regular meetings</li> <li>- Communication</li> <li>- Involvement in decision making</li> <li>- Safety and trust</li> </ul>	<b>Task Focus (m)</b> <ul style="list-style-type: none"> <li>- Customer or client focus</li> <li>- Concern for quality</li> <li>- Constructive debate</li> <li>- Shared learning from errors</li> </ul>
<b>Team Conflict* (m)</b> <ul style="list-style-type: none"> <li>- Task related</li> <li>- Interpersonal conflict</li> </ul> <small>*Team Conflict is reverse scored – below average (red) is better than above average (green)</small>	<b>Creativity and Innovation (m)</b> <ul style="list-style-type: none"> <li>- Climate for innovation</li> <li>- Practical support for innovation</li> </ul>

## Outputs

<b>Team Member Satisfaction (l)</b> <ul style="list-style-type: none"> <li>- Responsibility</li> <li>- Influence</li> <li>- Team colleague recognition</li> <li>- Team colleague support</li> <li>- Openness</li> <li>- Conflict resolution</li> </ul>	<b>Attachment (m)</b> <ul style="list-style-type: none"> <li>- To the team and team colleagues</li> </ul>
	<b>Team Effectiveness (m)</b> <ul style="list-style-type: none"> <li>- Managerial praise</li> <li>- Goal achievement</li> </ul>
<b>Inter-team Relationships (m)</b> <ul style="list-style-type: none"> <li>- Co-operative relationships</li> <li>- Lack of conflict with other teams</li> </ul>	<b>Team Innovation (m)</b> <ul style="list-style-type: none"> <li>- New products, services or ways of working</li> </ul>

## Leadership processes

<b>Leading (m)</b> <ul style="list-style-type: none"> <li>- Setting direction</li> <li>- Acquiring resources</li> <li>- Support for innovation</li> </ul>	<b>Managing (m)</b> <ul style="list-style-type: none"> <li>- Process guidance</li> <li>- Performance monitoring</li> <li>- Reward and recognition</li> <li>- Helpful feedback</li> <li>- Support for inter-team working</li> </ul>
<b>Coaching (m)</b> <ul style="list-style-type: none"> <li>- Availability</li> <li>- Concern for individuals</li> <li>- Encouragement and support</li> <li>- Encouragement to learn from errors</li> </ul>	

## Highlights

We are pleased with the levels of:

And with the reasonable levels of:

We could benefit as a team from focussing future development in the following areas: