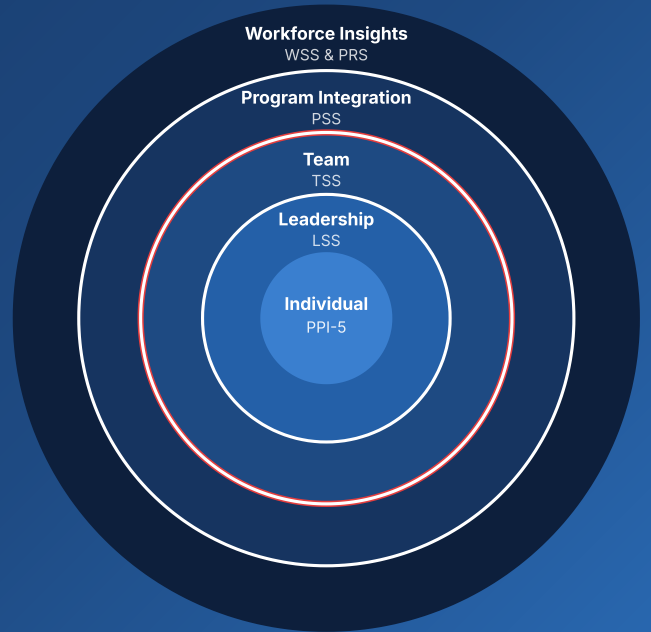


TSS DIAGNOSTIC — TEAM SYNERGY SCALE

Understand Your Team at Every Level.

A comprehensive 15-construct team health diagnostic that measures the full climate of a team — from foundational structure through relational cohesion to transformational performance — and tracks change over time.



Teams don't underperform for one reason — they underperform for many reasons, often invisible to the leaders trying to fix them. The **Team Synergy Scale (TSS) Diagnostic** is the most thorough team health instrument in the PsyOpus suite, measuring 15 critical constructs spanning the full arc of what it takes for a team to function at its best — structured enough to catch foundational problems, relational enough to surface interpersonal dynamics, and forward-looking enough to assess a team's capacity for innovation and growth.

The TSS makes team climate measurable. The instrument generates a **Team Performance Index (TPI)** and a **Team Synergy Index (TSI)**: two composite scores that tell you not just how the team is performing but how much agreement exists among team members about that experience. A high-performing team with low synergy is a team heading for trouble. A team with high synergy and moderate performance has the foundations to grow rapidly with the right intervention.

Critically, the TSS Diagnostic includes a unique **Team Mood Circumplex** — mapping the collective emotional state of the team across four quadrants: Enthusiastic, Calm, Despondent, and Anxious. Team mood is one of the most powerful leading indicators of future performance, and it is rarely measured in traditional engagement surveys.

THREE DOMAINS — FIFTEEN TEAM PERFORMANCE INDICATORS

Foundational Relational Transformational

Goal Clarity	Role Clarity	Task Clarity
Process Clarity	Team Loafing	Frustration State
Interpersonal Conflict	Trust	Team Resilience
Team Efficacy	Team Mood	Participation Safety
Team Influence	Innovation Support	Flow State

WHY THE TSS DIAGNOSTIC

- 15 constructs across 3 domains — most comprehensive team diagnostic available
- TPI + TSI composite indices for clear benchmarking
- PDF reports with narrative-driven insights
- Team Mood Circumplex — a leading performance indicator rarely measured
- Multi-wave design tracks real change over time
- Suitable for teams of any size, sector, or maturity

ROLE IN THE 5 STACK SOLUTION

The TSS sits at the heart of the 5 Stack because teams are the fundamental unit of organisational performance. It translates the insights from personality (PPI-5) and leadership (LSS-2/3) into a measurable picture of team health, and sets the context for understanding cross-team coordination (PSS) and workplace systems (WSS/PRS).