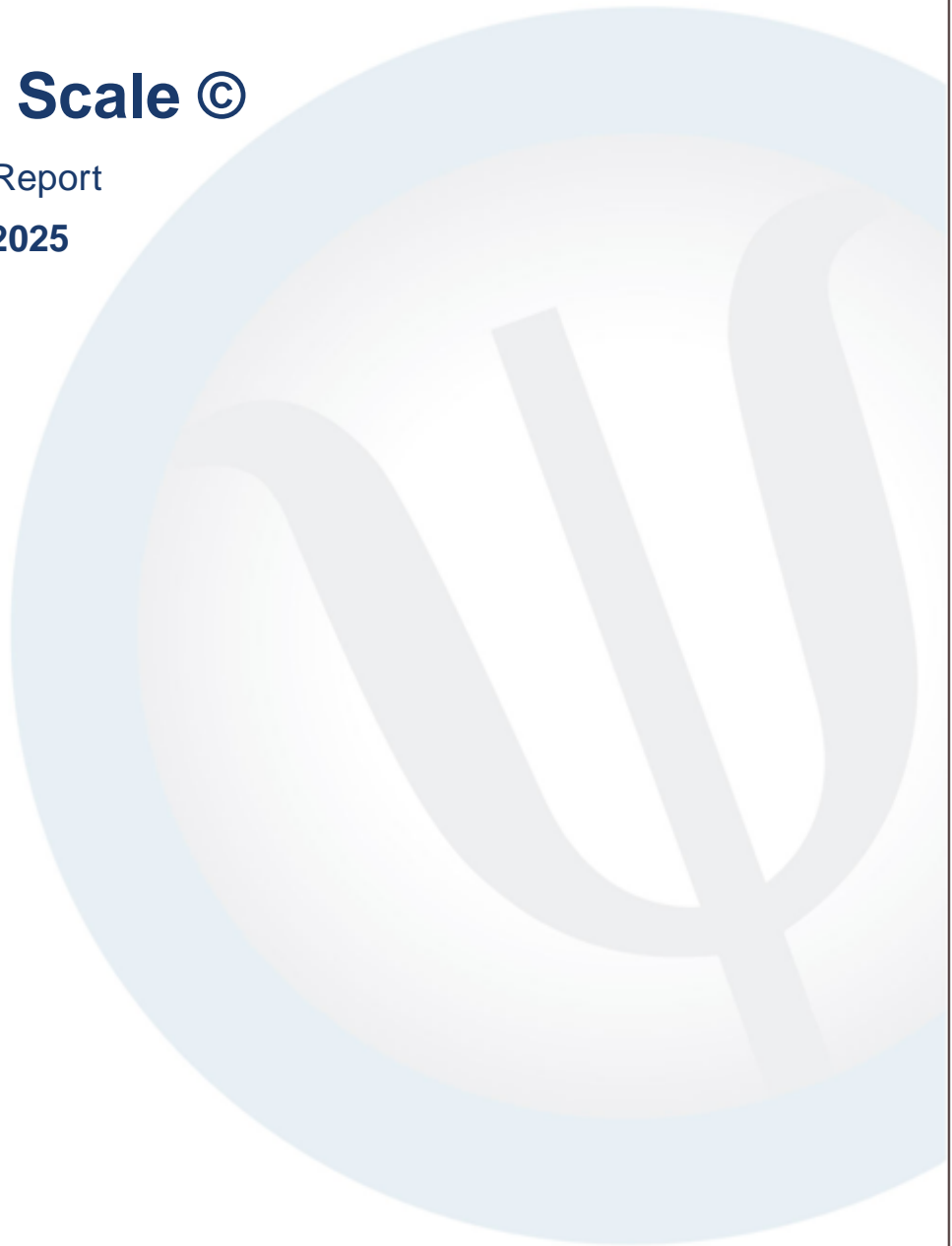


Team Synergy Scale ©

TSS Executive Summary Report

Diag Team 1 • January 2025

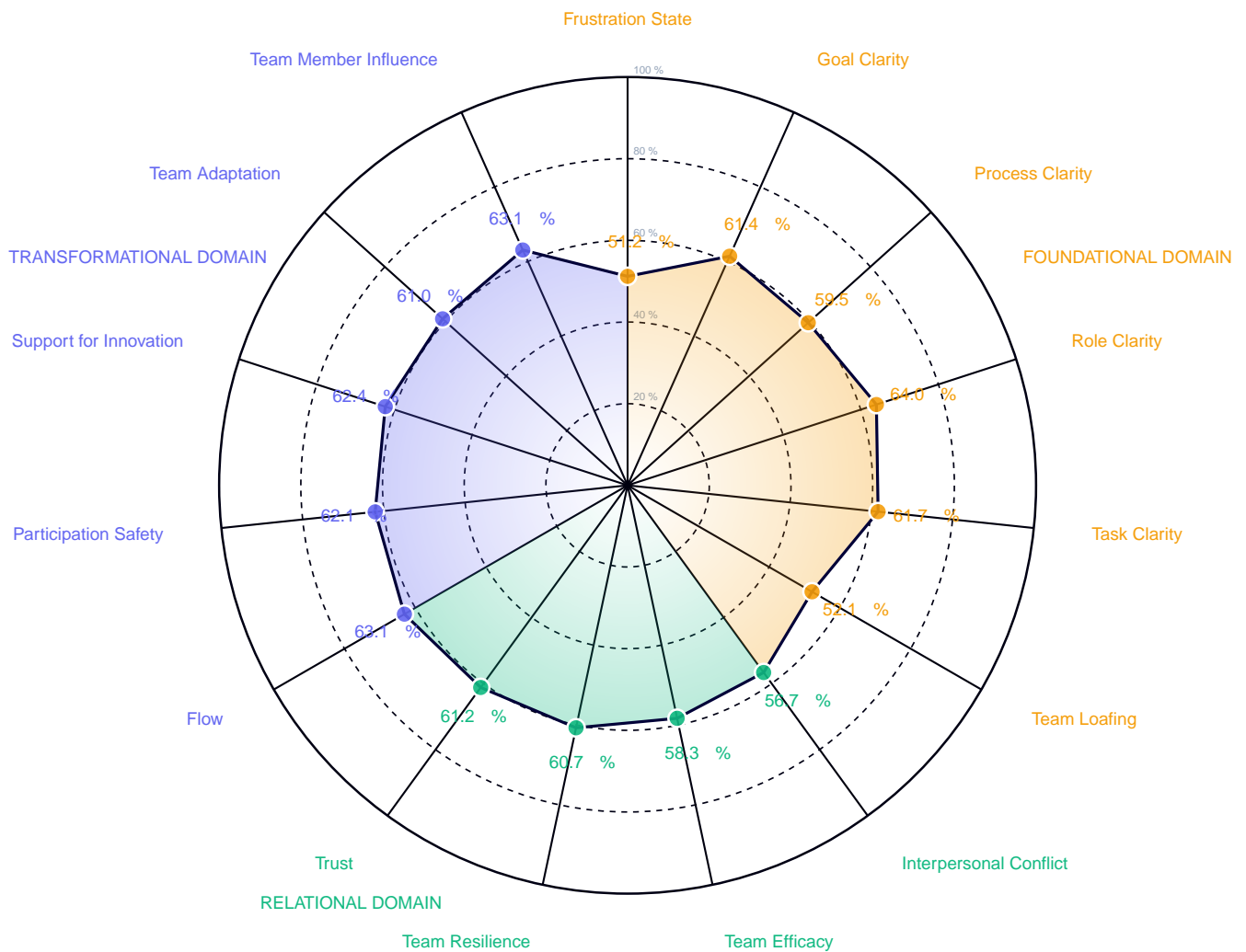


TSS Executive Summary Report

Demographics

Team	Date of Last Administration	Wave	Number of Team Members
Diag Team 1	25/01/2025	Wave 1	12
Team Members			
Sam Anderson	Alex Chen	Reese Clark	
Drew Kim	Jamie Martinez	Morgan Morrison	
Riley O'Brien	Jordan Patel	Casey Singh	
Avery Taylor	Taylor Thompson	Quinn Wilson	

Team Performance Circumplex



Foundational Domain

58.3%

Average Performance

This team demonstrates average foundational performance. While some clarity exists around direction, roles, and task structures, there are notable gaps that can impede effective execution. Operating discipline is applied inconsistently. The team's ability to execute is adequate but hampered by insufficient foundational clarity in some areas.

Relational Domain

57.9%

Average Performance

This team demonstrates average relational performance. While some trust and positive relationships exist, there are notable gaps in cohesion, resilience, and collective belief. Interpersonal tensions may occasionally surface and can impact the team's psychodynamic climate and overall performance effectiveness.

Transformational Domain

62.3%

Average Performance

This team demonstrates average transformational performance. Some psychological safety exists, but innovation and adaptation are inconsistent. Influence processes are only partially effective, which limits the team's capacity for breakthrough thinking and managing significant organisational change or complexity.

Team Performance Index

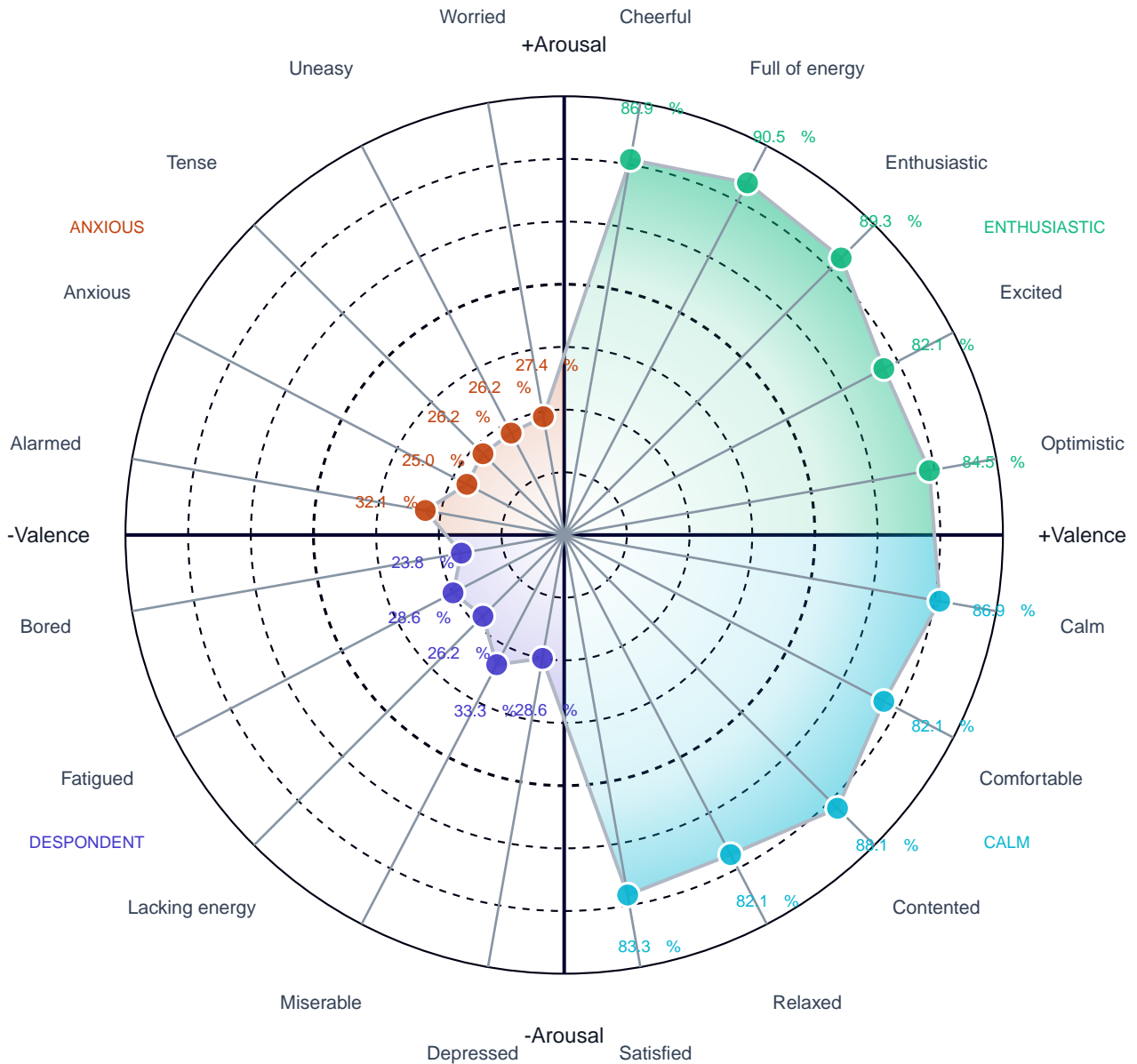
59.7%

Average Performance

This is an average performing team. Team may have some areas of strength in the foundational, relational and transformational domains but these are diminished by average to poor performance in other areas. The team is expected to produce moderate outcomes.

Team Mood Circumplex

The Mood Circumplex maps team emotional states across two dimensions: Valence (how positive or negative the mood feels) and Arousal (how activated or energised it is). These axes define four quadrants — Enthusiastic (positive, high energy), Calm (positive, low energy), Anxious (negative, high energy), and Despondent (negative, low energy). Each score shows the percentage of respondents whose mood fell within that quadrant. Higher the score higher the mood.



Enthusiastic
86.7%
 Highly Enthusiastic
 The team is enthusiastic, optimistic, cheerful, buoyant and energised for much of the time.

Calm
84.5%
 Very Calm
 The team is calm, comfortable and relaxed for much of the time.

Despondent
28.1%
 Not Very Despondent
 Rarely (if ever) does the team feel dejected, gloomy or depressed. The team is almost never despondent and only rarely does the team display a low mood.

Anxious
27.4%
 Not Very Anxious
 Rarely (if ever) does the team feel anxious or tense.