

Team Synergy Scale ©

TSS Report Summary

Diag Team 1 • January 2025



TSS Report Summary

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	

Overall Indices

<p>Team Performance Index (TPI)</p> <h3>59.7%</h3> <p>Average Performance</p> <p>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.</p>	<p>Team Synergy Index (TSI)</p> <h3>76.8%</h3> <p>High Synergy</p> <p>The team has high levels of synergy. This means that there is agreement amongst respondents about the team's own culture. Some focus could be directed to improving consensus about where the team's strengths and weaknesses are.</p>
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Domain Performance

<p>Foundational Domain</p> <h3>58.3%</h3> <p>Average Performance</p> <p>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.</p> <p>Synergy: 78.7%</p>	<p>Relational Domain</p> <h3>57.9%</h3> <p>Average Performance</p> <p>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.</p> <p>Synergy: 73.4%</p>	<p>Transformational Domain</p> <h3>62.3%</h3> <p>Average Performance</p> <p>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.</p> <p>Synergy: 75.4%</p>
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Key Strengths & Development Areas

<p>Top Strengths</p> <table><tr><td>Role Clarity</td><td>64.0%</td></tr><tr><td>Flow</td><td>63.1%</td></tr><tr><td>Team Member Influence</td><td>63.1%</td></tr></table>	Role Clarity	64.0%	Flow	63.1%	Team Member Influence	63.1%	<p>Development Areas</p> <table><tr><td>Frustration State</td><td>51.2%</td></tr><tr><td>Team Loafing</td><td>52.1%</td></tr><tr><td>Team Mood</td><td>56.7%</td></tr></table>	Frustration State	51.2%	Team Loafing	52.1%	Team Mood	56.7%
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Team Mood	56.7%												

Domain Summaries

Foundational Domain

Performance: 58.3%

Synergy: 78.7%

Direction, roles, tasks, and operating discipline that anchor day-to-day execution. Concerns the where, who, and how of team performance.

Frustration State

P: 51.2% S: 76.7%

There is some evidence of frustration within the team. While there are some feelings of exacerbation and impatience these are not so common to be a serious cause of concern but nor are they infrequent enough to be ignored.

The team has high synergy for Frustration. This means that the respondents are in very close agreement with each other about how much frustration there is within the team.

Goal Clarity

P: 61.4% S: 76.9%

The goals of the team are adequately defined but only just. There is a good indication that team members find the team's goals ambiguous or contradictory.

The team has high synergy for Goal Clarity. This means that the respondents are in very close agreement with each other about how much goal clarity the team has.

Process Clarity

P: 59.5% S: 83.0%

The team has an average or moderate level of Process Clarity. While the processes used to make decisions within the team have probably been defined to some extent, there is evidence of ambiguity among team members about how decisions are made. Further work is required for the team to develop a clearer set of rules about how decisions are made.

The team has high synergy for Process Clarity. This means that the respondents are in very close agreement with each other about how much process clarity the team has.

Role Clarity

P: 64.0% S: 86.3%

The team has a moderate level of Role Clarity. The role that each team member is expected to perform is somewhat unclear and there is some confusion about how much authority is vested within each role. Team members are confused or uncertain about the roles and functions of individuals within the team. This is a source of ambiguity within the team and requires attention.

The team has high synergy for Role Clarity. This means that the respondents are in very close agreement with each other about how much role clarity the team has.

Task Clarity

P: 61.7% S: 74.9%

The team has only moderate level of Task Clarity with some emergence of task conflict. The tasks allocated to team members are not always clearly defined, understood or embraced by all team members. Attention to this problem is required.

The team has high synergy for Task Clarity. This means that the respondents are in very close agreement with each other about how much task clarity the team has.

Team Loafing

P: 52.1% S: 74.6%

There is loafing within the team. Most team members actively contribute to the team's success and most pull their weight but there is an indication that some team members are working harder than others and that some team members are sitting back and letting others take on extra work. This may be a source of resentment or contempt within the team.

The team has high synergy for Team Loafing. This means that the respondents are in very close agreement with each other about how much loafing there is within the team.

Domain Summaries

Relational Domain

Performance: 57.9%

Synergy: 73.4%

Interpersonal climate, trust, resilience, and collective belief that keep the team cohesive. Concerns the complex psychodynamics between team members and their experiential outcomes.

Interpersonal Conflict

P: 56.7% S: 73.0%

It is clear that there is some interpersonal conflict between team members. The team may at times engage in unhealthy conflict and members may compete with each other.

The team has high synergy for Interpersonal Conflict. This means that the respondents are in very close agreement with each other about how much interpersonal conflict there is within the team.

Team Efficacy

P: 58.3% S: 68.4%

The team possesses a moderate level of collective self efficacy. The team has some self belief and its members have some optimism that the team can handle most problems.

The team has moderate synergy for Team Efficacy. This means that the respondents are in moderate agreement with each other about how much team efficacy there is within the team.

Team Resilience

P: 60.7% S: 77.8%

The team is moderately tough and resilient. The team may have some difficulty in bouncing back after set-backs or other failures. The team may require encouragement, support and good leadership to remain motivated when things go wrong.

The team has high synergy for Resilience. This means that the respondents are in very close agreement with each other about how much resilience there is within the team.

Trust

P: 61.2% S: 74.4%

The team is generally regarded as trustworthy. However, confidence in the team's capability is at times lacking, the team is occasionally indifferent to its own members, it may at times be hypocritical, and it may not always take the quality of its work seriously.

The team has high synergy for Trust. This means that the respondents are in very close agreement with each other about how much trust there is within the team.

Domain Summaries

Transformational Domain

Performance: 62.3%

Synergy: 75.4%

Safety, influence, innovation, and adaptation that enable breakthrough performance. Measures the environment conducive for breakthrough thinking and its experiential outcomes.

Flow

P: 63.1% S: 75.3%

The team exhibits moderate amounts of flow and work absorption. While team members are absorbed and engaged in the work they do this does not always happen. There are forces within the team which cause distraction or conflict and this prevents full work absorption from occurring.

The team has high synergy for Flow. This means that the respondents are in almost complete agreement with each other about how much flow there is within the team.

Participation Safety

P: 62.1% S: 79.5%

The team has only moderate low levels of Participation Safety. Team members are fearful and reluctant to share ideas, raise unpopular views or opinions, or speak their truth to one another. More work is required to create an environment that is accepting of difference and open to disagreement.

The team has high synergy for Participation Safety. This means that the respondents are in almost complete agreement with each other about how much participation safety there is within the team.

Support for Innovation

P: 62.4% S: 69.0%

The team provides moderate levels of support and reinforcement to innovative ideas. Team members will be motivated to develop innovative solutions and share these innovations and ideas with the team.

The team has moderate synergy for Innovation. This means that the respondents are in moderate agreement with each other about how much support there is for innovation within the team.

Team Adaptation

P: 61.0% S: 73.9%

The team is able to adapt to new situations or circumstances with some success. Unexpected problems do confuse and disorientate the team and it shows some difficulty in reprioritising and coordinating its resources in response to new and changing events or information.

The team has high synergy for Team Adaptation. This means that the respondents are in very close agreement with each other about how much adaptation there is within the team.

Team Member Influence

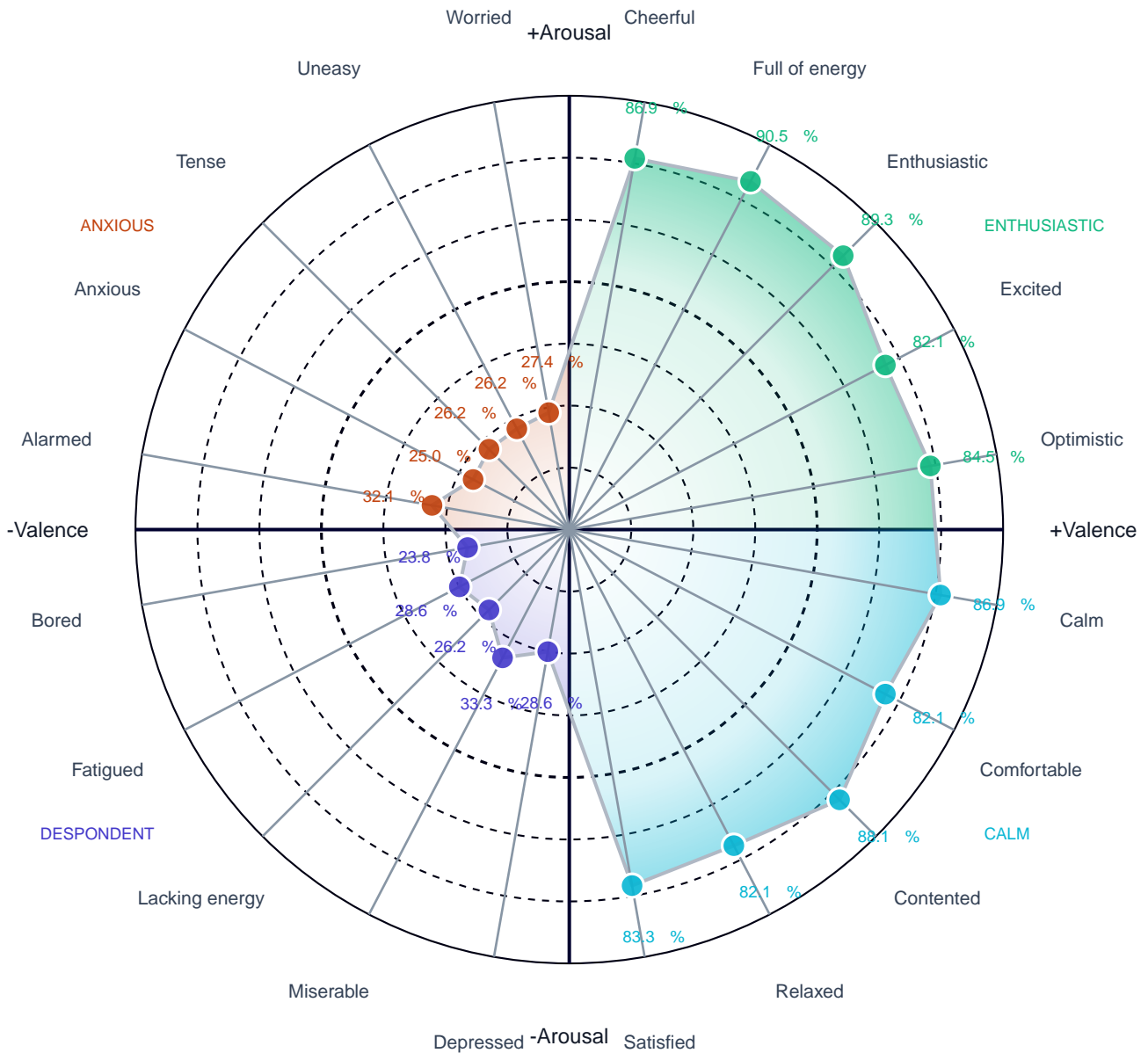
P: 63.1% S: 79.4%

The team permits its members to influence discussions and decisions but this doesn't always happen. At times people are excluded or ignored because they are quiet or because they hold unpopular ideas. As a consequence team members may be poorly motivated to participate in problem solving.

The team has high synergy for Team Member Influence. This means that the respondents are in almost complete agreement with each other about how much member influence there is within the team.

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.