

The Team Alignment Survey™



Alignment is Critical

Get everyone on the same page. This team survey will tell you how.

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Integro's research on team alignment clearly shows that **low alignment is caused by a lack of trust.**

When everyone in the team is aligned, "on the same page", all team members are clear about what they are doing and why they are doing it and are committed to fulfilling their responsibilities to achieve the team's goals.

The Team Alignment Survey will accurately pinpoint exactly where the lack of alignment lies. Collaborative teams generate better ideas, have increased efficiency, share the workload, make faster decisions and have a higher level of trust. Alignment is the key.

What does the Survey Do?

1. Identifies the specific areas that are blocking the team from having the conversations they need to have.
2. Collects valuable verbatim comments from team members on how to increase alignment and trust in the team.
3. Measures two aspects of team alignment: Clarity and Approval across six factors: purpose, values, vision, goals, priorities and roles.

The Survey In-Depth

SECTION 1: Team Alignment Report

Measures the degree to which team members are in alignment on the six factors required for alignment, Purpose, Values, Vision, Goals, Priorities and Roles. These factors are assessed on Clarity - the degree to which team members are clear on these factors and Approval - the degree to which individual team members personally approve of how these factors exist in their team.

SECTION 2: Team Trust Report

Shows the levels of trust perceived by the team, based on the four behaviors that build trust: Acceptance, Openness, Congruence and Reliability. Identifies the areas that block the team from having the conversations they need to have. It measures the level of trust in the team using Intégro's trust model - The Values That Build Trust. The survey identifies the areas that are blocking the team from having the conversations they need to have.

ADDITIONAL: Individual Report

In addition to the overall team view report, each team member receives their individual report which highlights where they rated the team's performance, as compared to the overall group results.

Support & Facilitation

- One-on-one debrief for the team leader.
- Debrief session for team members.
- Workbooks for each team member attending the debrief.
- Tools and advice for developing team alignment.
- Optional one-on-one coaching for team members, followed by an in-depth team action planning session.
- Option to continue with additional training and further assessments to measure progress over time.

Want to find out how aligned your team is? Contact:



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