

Teamwork Chemistry and Effectiveness

The Blueprint for Creating High Performing Teams

Teams are the source of most of the productivity, creativity and reliability in organizations. Work and play are both successful — or not — because of the quality of teams performing the mission at hand.

When a team engages emotional and social intelligence to produce its work effectively, members benefit from what we call Collaborative Intelligence.

In any team, the ability to understand one another's emotional expressions explains 40 percent of the variance in team performance.

Understanding and developing the behaviors of success requires that team members develop and utilize these seven skills:

- Team Identity
- Motivation
- Emotional Awareness
- Communication
- Stress Tolerance
- Conflict Resolution
- Positive Mood



ASSESSMENT(S):

TESI® — the Collaborative Growth Team Emotional and Social Intelligence Survey

The comprehensive TESI® survey measures seven skills and reports on the unique insights of your team. I use it to suggest ways for understanding current strengths and weaknesses of the team and to strategically choose where to enhance team skills. TESI® is also set up to measure pre and post results.

CERTIFICATIONS:

I'm certified to administer, use and teach TESI® and I'm an authorized reseller. I have a close working relationship with the developer of the survey. I also teach the concepts from my book called *Teamwork: The Five Assurances of a Functioning Team*.

What I Can Do for You:

I can predict team performance within a corporation. Leveraging the TESI® predictive validity study along with the concepts outlined in my book *Teamwork: The Five Assurances of a Functioning Team* will support increased adoption of the tool and promote significant improvement in team emotional and social intelligence within your organization.

Your team and organization can explore how strengths build sustainable productivity for your organization, along with emotional and social well-being for the team.

It will help your teams and leaders understand:

- Levels of identification with the team
- Satisfaction with the team
- Engagement with the team
- Skills in areas such as communication and conflict resolution