

Team Results

META TEAM ACCREDITATION TEAM

- Recommendations
- Team Journey
- Summary
- Micro Habits

Your Meta Team report on Meta Team Accreditation Team

We know that great teams drive the most successful businesses, now more than ever. They become great because they understand themselves on a deeper level and are committed to improve. We've found there are no quick fixes or one-off interventions. It takes a collective commitment to develop in a way that fits the team, fits in with their work and transforms what they are capable of – effortlessly and efficiently.

We created Meta Team to take your team on this journey – to bring the science of successful teams to a new world of work, making it simple to master. By shining a light on underlying habits that drive your team's output and performance, Meta Team provides you access to new choices and possibilities to improve your ways of working.

We're delighted you've taken the first step in your Meta Team journey. You're now one step closer to making success second nature for your team.

THE OUTER HABITS

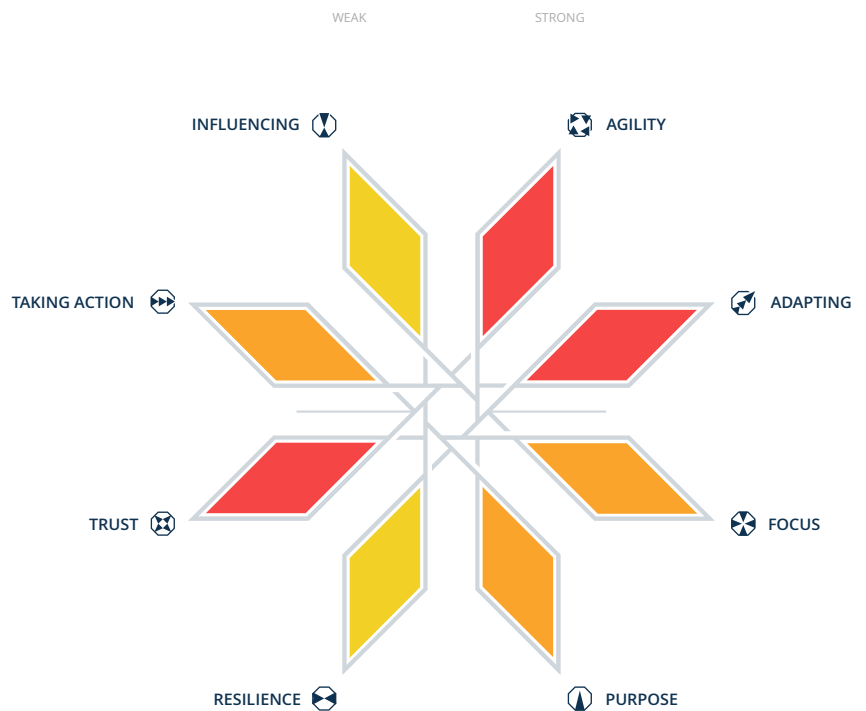
The top half of the diagnostic maps the external habits that contribute to your Team's impact. They measure key behaviours and ways of working that drives high performance for your team.

OUTER HABITS

INNER HABITS

THE INNER HABITS

The lower half of the diagnostic maps the internal habits that are the foundations of your Team's effectiveness. The inner habits reflect how your team works together to unlock their full potential.



What are the results showing me?

The report below gives you an overview of the habits that your team needs to work on together to achieve lasting change that drives results. There is a wealth of detailed data that you will have access to once you've met with your team coach and they've explained what the data means for your team.

DIAGNOSTIC HEADLINES FOR YOUR TEAM

Habits that are strong

None...yet! There's work to do.

Habits that are moderately good



INFLUENCING

Influencing is the basis for teams being trusted - enabling them to fulfil their shared purpose. When this habit is moderate teams can be unsure what is most important to their stakeholders and struggle to make an impact. Typically, they lack the energy, ambition and focus required to influence effectively.



RESILIENCE

Resilience is the strongest determinant of the team's overall effectiveness. When this habit is moderate teams can struggle to overcome the obstacles that are getting in the way and are less likely to seize the initiative. Typically, they lack agility and purpose, which affects levels of trust.



TAKING ACTION

Taking action is built on trust, agility, and discipline. When this habit is moderate teams often struggle to deliver on their commitments at speed. They can find it difficult to match resources to key challenges and are less able to build stronger relationships with their key influencers and customers.



FOCUS

How a team scores on focus is often related to its resilience, agility, and speed of action. When this habit is moderate teams can struggle to turn their shared purpose into plans, actions, feedback loops and performance. They are typically less disciplined, impactful, and influential.

**PURPOSE**

Teams who share a strong purpose have a greater impact. When this habit is moderate teams are often unclear about their long-term strategic direction and struggle to align the day-to-day work of the team members to their shared purpose.

Habits that are weak**AGILITY**

Agility is highly correlated with a team's ability to innovate and find new ways of delivering value. When this habit is weak teams often deal with issues in isolation, getting stuck in the day-to-day tactics. This means teams can struggle to find time to think about what may be ahead, so the status quo is often unchallenged, with teams putting out one fire here and another fire there.

**TRUST**

How a team scores on Trust is strongly correlated to their speed of action, agility and innovation. When this habit is weak teams can be slow to act and less open to taking risks. Often, teams with low levels of trust are either in artificial harmony, or a climate of tension and unhealthy internal politics.

**ADAPTING**

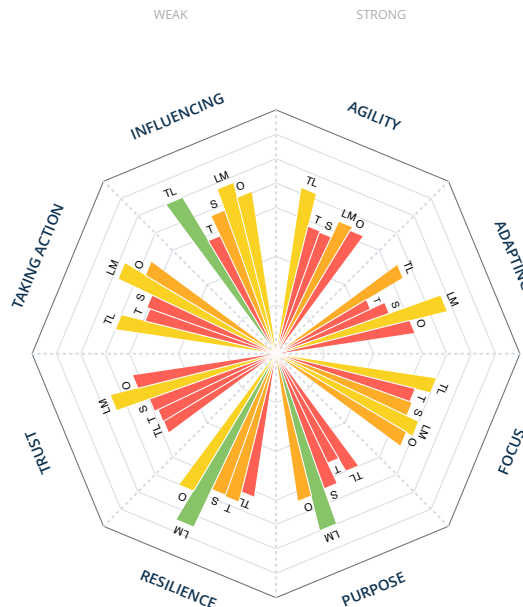
How a team scores on adapting is highly correlated to overall team performance. When this habit is weak teams often struggle recognise their shortcomings and miss opportunities to improve how they work together. This limits their ability to deepen influence and they struggle to take their performance to the next level.

DIAGNOSTIC RESULTS FOR YOUR TEAM

The chart below is a visual representation of your results

Key		
TL - Team Leader	S - Stakeholders	O - Overall
T - Team	LM - Line Manager	

Habit	TL	T	S	LM	Overall
INFLUENCING	8.0	5.8	6.8	7.8	7.1
RESILIENCE	6.3	6.7	6.7	8.5	7.0
TAKING ACTION	7.0	5.9	6.1	7.8	6.7
FOCUS	7.0	6.3	6.4	7.0	6.7
PURPOSE	6.0	5.4	6.4	8.0	6.4
AGILITY	7.3	5.8	5.7	6.5	6.3
TRUST	5.8	5.8	6.0	7.5	6.2
ADAPTING	6.5	4.6	5.3	7.8	6.1



When you log onto the Meta Team platform, you'll be able to see the full detail and find out what is seen and unseen by the different groups who completed the diagnostic.

Why is this important?

Team development is not as simple as working on the team's weakest habit first. Working on your team habits in the optimal sequence means your team can take its performance to the next level in the shortest possible time. Meta Team uses our algorithm to sequence your team journey in the order in which you need to work on your habits to build momentum quickly, not always starting from your lowest score.

We've analysed data from hundreds of teams to understand which habits need to be developed for different types of teams, and in which order. Our algorithm lays out the optimal sequence for your team journey, based on 10 years of research and validated through our hands-on experience working with teams around the world.

It also takes into account what type of team you are – a team that runs things, makes or do things, recommends things, or a blend of all three. This is combined with the diagnostic results for your team and benchmarked against the team data we've collected from hundreds of other teams.

Based on the results of your team diagnostic, the habits that your team needs to work on for you to make the quickest gains are shown below.

Start with the first habit on the left.

ADAPTING	TRUST	PURPOSE	AGILITY
TO COMPLETE	TO COMPLETE	TO COMPLETE	TO COMPLETE

INFLUENCING	RESILIENCE	FOCUS	TAKING ACTION
EXCLUDED	EXCLUDED	EXCLUDED	EXCLUDED

By working on your priority habits your team can achieve the following gains

**ADAPTING**

When this habit is strong teams are consistently looking for and seizing opportunities to improve. They learn from mistakes and make significant gains in performance and value. The team shares a clear understanding about what they need to collaborate on and how they need to connect with others.

**TRUST**

When this habit is strong teams share a genuine spirit of togetherness, where each team member feels able to be themselves and make the most of their individual talents. Strong levels of trust help the team to have the tough conversations needed to get unstuck, remove barriers to progress, and strengthen their belief in what can be achieved together.

**PURPOSE**

When this habit is strong teams typically share a deep understanding about the expectations of their key influencers. Aligning their day-to-day work to the team's purpose and strategic direction is second nature. They hold each other accountable to deliver on the team's shared goals in a constructive and supportive way.

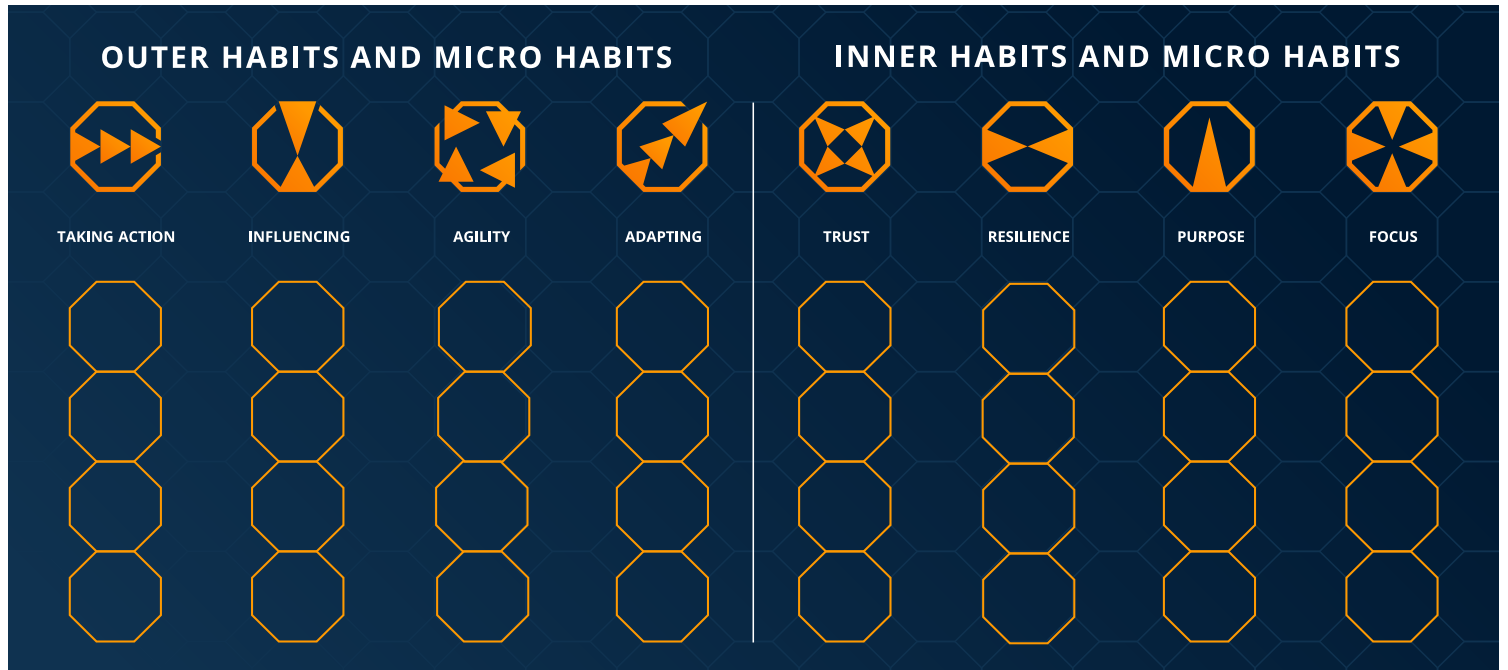
**AGILITY**

When this habit is strong teams think strategically, creating and synthesising a unique view of the landscape inside and outside of the team. The team often share a curiosity and openness to fresh thinking and a willingness to challenge established ways of doing things. Teams are open to risk, accepting that it's ok to fail fast and learn fast.

How do you achieve these gains?

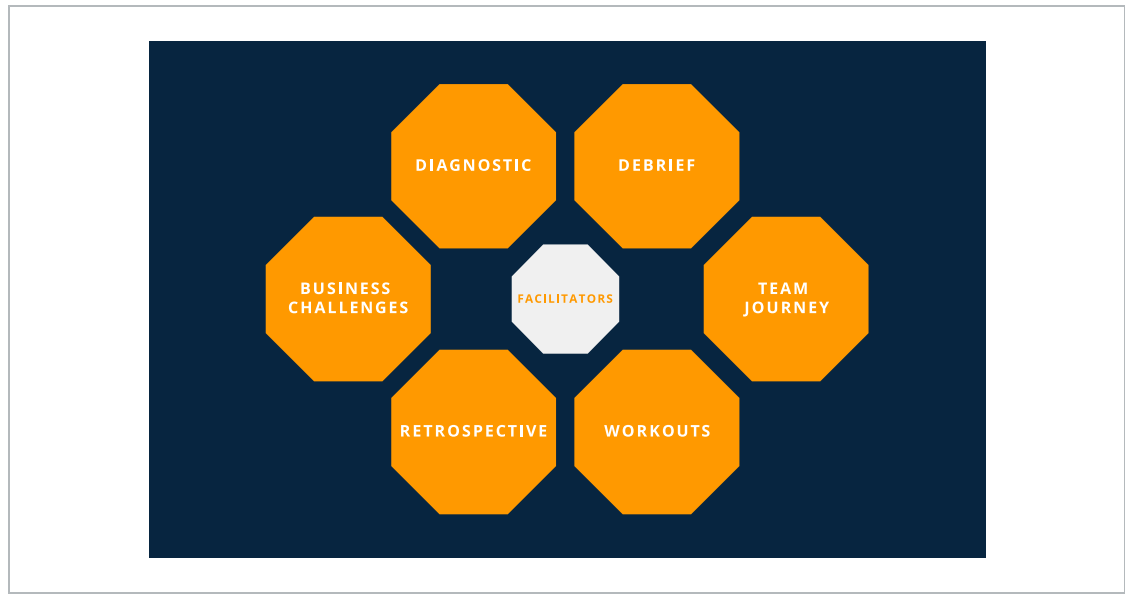
Meta Team believes every team can improve. Our algorithm takes the output from your diagnostic and works out the optimal order of habits for you to work through - so you experience the biggest impact as soon as possible.

Over the last 12 years Meta Team have developed and tested the precise exercises needed to strengthen each particular habit. For each of your team's priority habits, we offer four 90-minute micro-habit workouts for the team to work through together. We have a total of 32 micro-habit workouts to accelerate your team's progress at speed.



Each workout is customised from your team's diagnostic output, and designed to be delivered virtually, in hybrid or face-to-face. The 90-minute sessions are immersive, experiential, all about your team and grounded in behavioural science.

We partner with your team on a journey of accelerated development - built on our tried and tested experience of exercises that work with each habit delivered in the most impactful sequence.



Typically, the time from diagnostic results to end of the first habit is 8 – 12 weeks. Delivering small changes that make a big impact, a Meta Team journey is up to 4 times more impactful than best-in-class leadership programmes. All workouts can be accessed by your team through an annual license fee.

What if you don't take this forward?

The ultimate goal of the Meta Team journey is to make success second nature to you team. Not taking this forward and working on the different habits could limit your team's scope for improvement and may even hold you back. Our work has shown that teams who are strong at all 8 habits are 23% more productive than those that are not. We hope you embrace this programme to develop strong team habits for your team and take your performance to the next level.