

ENHANCE COLLABORATION and TEAM PERFORMANCE

Bring your team to the next level by enhancing its ability to collaborate effectively. Because teams are made up of people it is impossible to avoid emotions. Emotions are neither good nor bad; however, how they are dealt with in a team is a key determinant of team performance. The Team Emotional Competence Assessment measures how effectively your team's culture allows it to create an emotional experience for members that leads to high collaboration and performance.



GEI PARTNERS

Ph 781.330.0899

199 Jericho Hill Rd.
Waltham, MA 02451

website: www.geipartners.com
email: steve@geipartners.com

TEAM EMOTIONAL COMPETENCE ASSESSMENT

Greater
performance
through
improved
collaboration



WHY TEAM EMOTIONAL COMPETENCE



Emotions are a part of being human and they influence behavior when people work together. Building a team climate that creates a productive emotional experience allows the team to achieve greater collaboration and performance. If your team experiences any of the following issues, team emotional competence may be helpful:

- Unproductive conflict
- Lack of follow-through on commitments
- Low creativity and innovation
- A lot of energy is wasted
- Lack of resilience and ability to change
- You sense higher quality and/or performance is possible

WHAT IS MEASURED

The Team Emotional Competence assessment measures nine team norms that have been shown to be important for creating a culture that allows the team to have an emotional climate that facilitates high collaboration and performance. The norms measured are as follows:

- How well members understand what they need to know about each other to work together effectively
- How well members can address unproductive behaviors that hurt team performance
- How well members value, respect, and support each other
- How well the team evaluates how it is doing
- How well the team creates the time and language needed to discuss difficult issues and feelings
- How well the team maintains a “can do” attitude
- How well the team is proactive about solving and preventing problems and avoids a “victim” mentality
- How well the team understands the organization and those who can affect its performance
- How well the team builds relationships that help its performance

ADVANTAGES



- Building Team Emotional Competence occurs while the team is doing its work. There is no need for great amounts of time off the task.
- Helps team build a culture that allows it to work effectively with emotion
- Research shows up to 25% of a team’s performance depends on Team Emotional Competence
- Measures foundational aspects of team functioning as well, e.g., clear goals, roles and responsibilities, etc.