

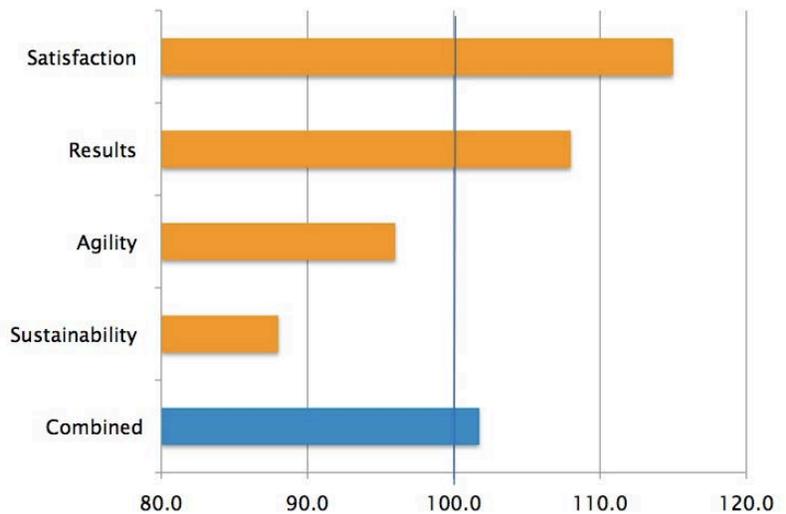
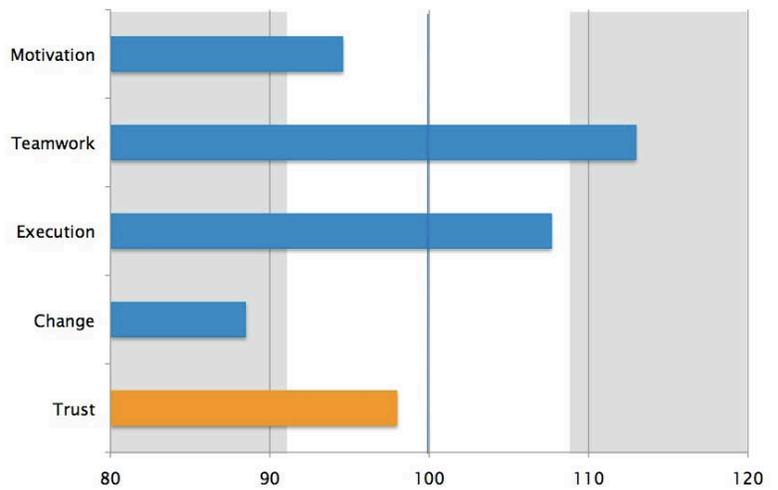
How **engaged** is your team?

What is the level of **trust**?

Is the team **change** ready?

Can it **sustain** performance?

Team Vital Signs is a validated, web-enabled assessment that quickly captures essential indicators of your team's health – and offers a clear path toward peak performance.



What's driving your team performance?

The TVS assessment provides a snapshot of the group's climate – an index of quality of the team. The climate is the context in which employees work each day and the data shows it strongly influences how they do their jobs. Measuring the climate focuses change and development efforts, tracks results, and improves management practice.

TVS HELPS YOU...

- Strengthen team effectiveness.
- Prepare for new challenges and changes.
- Open dialogue about the team's dynamics.
- Measure results of interventions.
- Identify development needs.

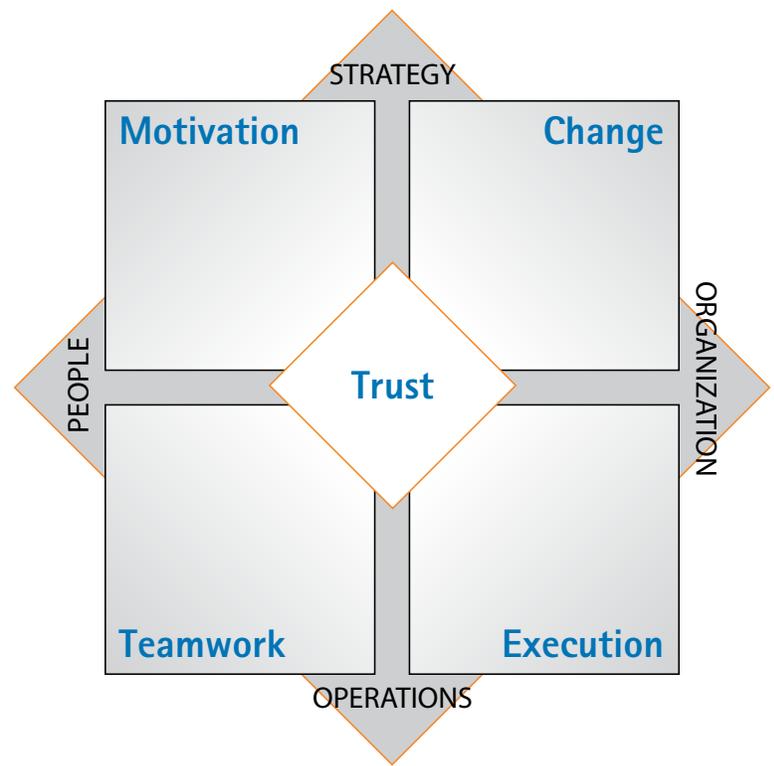
Effective uses for TVS:

- Assess the team prior to a development program.
- Prepare the team to lead change.
- Use the TVS framework as a process for individual and team goal setting.
- Track TVS outcome results as an indicator of leadership effectiveness.
- Pre/post surveys measure the value of coaching and training.

LEARN MORE:

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The survey addresses the four factors that shape climate plus an overlay dimension of Trust:

- **Motivation** is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
- **Change** is the readiness to innovate and adapt to succeed in a continuously evolving situation.
- **Teamwork** is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
- **Execution** is the ability to achieve strategic results by implementing effective tactics.
- **Trust** is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.



TVS is published by Six Seconds, a global organization driving positive change and people performance. For 14 years, clients such as FedEx and the UN have relied on Six Seconds' innovative tools for individual and organizational change. Learn more at www.6seconds.org