

What is NeuroTeamView?

NeuroTeamView is a suite of neuroscience based team development diagnostic assessments and reports to enhance overall team effectiveness. It enables you to design effective team solutions for your clients, while providing the reassurance of a model based on the latest team research and neuroscience.

“ *High performance teams have less to do with who is in a team and more to do with how team members interact with one another.* ”

The Science Behind NeuroTeamView

High Trust + Emotional Intelligence
= A High Performance Team

High performance teams have less to do with who is in a team and more to do with how team members interact with one another. Recent research has uncovered two important characteristics of individual team members that translate to effective teams:

1. High-performance teams are high-trust teams
2. High-performance teams are emotionally aware

NeuroTeamView focuses on these two concepts to generate a rich picture of overall team effectiveness and provide a platform for the creation of a high impact team development solution.

The Assessment and Report

The NeuroTeamView assessment consists of two trust related factors:

1. Pillars of Trust

Part 1 measures four essential pillars of trust associated with high performing teams. Team members rate themselves and their fellow team members on each of the Pillars in this short section consisting of 12 questions.



Capable

Your team believes you have the appropriate knowledge and skills

2. Emotional Awareness

Part 2 paints a picture of the overall emotional awareness of the team by asking team members to identify core emotions from a set of faces. Research has found this to be an Important predictor of



Caring

Your team believes you are on their side

actual team performance (Druskat & Wolff, 2001).

By assessing these two factors you have a powerful diagnostic tool at your disposal, leaving you to design an effective and unique workshop for the teams you work with.



Candid

Your team believes you will act with honesty and integrity



Consistent

Your team believes you will act in a predictable and reliable manner

Why use NeuroTeamView?

- We provide the assessment and reports, and train you in the NeuroTeamView methodology and output
- You have the freedom to design your team program in the way that makes most sense for your clients
- We provide a suite of facilitator materials and support as and when you need it
- You have access to a reliable and easy to use tool and platform that won't let you down
- The results are directly relatable to the teams you work with.

How do I start using NeuroTeamView?

Sign up to one of our flexible accreditation programs, to equip yourself with everything you need to design a highly effective and engaging team development program for your clients.

Session 1:

The Science of High Trust/High Performing Teams

- Trust in the Workplace
- The Neurobiology of Trust
- The Science of High Trust/High Performance Teams
- The Development Structure of the NeuroTeamView Assessment

Session 2:

Interpreting and Using NeuroTeamView and Team Reports for Team Building

- Debriefing the Individual Team Member NeuroTeamView report
- Using the Team Reports for your Team Building Program
- Resources: Team Building Exercises

Reports

NeuroTeamView produces a series of mini team reports to underpin your team development workshop as well as a unique individual team member report:

- **4 Pillars of Trust Report and Behaviors Report** - Summary of the team's aggregated self and team members' scores on each of the 4 Pillars of Trust and their underpinning behaviors
- **Team Emotional Awareness Report** - Plotting of the overall team's score on the Innate Emotional Awareness Assessment
- **Team Trust Culture Profile** - Plotting of the average score on the team Emotional Awareness Assessment versus average score on the Pillars of Trust Survey to generate an overall picture of team culture
- **NeuroTeamView Individual Report** - Summary of the individual team member's scores on the 4 Pillars of Trust as rated by themselves and their fellow team members and on the Emotional Awareness Assessment.

About Envisia Learning

We are experts in neuroscience and dedicated to the latest research on high performing teams. Envisia has worked with consultants specialising in team interventions for many years. We are experienced in working with and

supporting consultants in the work they do, understanding their businesses, their challenges and the work they do with clients to achieve results. We invite you to look around our website www.envisialearning.com or contact us.