



## TEAM CULTURE PROFILE



High performance in teams has 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 (Zak, 2017). Research has found that the concept of “psychological safety” and interpersonal trust are core to high-performance teams. Psychological safety means team members trust one another enough to take risks and share a range of ideas without the fear of being embarrassed or being humiliated (others give team members the benefit of the doubt).
2. High-performance teams possess team members that are socially/emotionally aware (Druskat & Wolff, 2001). The best performing teams respect one another’s emotions and are mindful that all members should participate equally. Research has shown that the social/emotional awareness of a team predicts team performance and is unrelated to the average or maximum individual overall intelligence of group members.

### TEAM MEMBERS

Geoff Mitchell  
Gillian Sample  
John Sample  
Sam Sample  
Andrew Test  
Tess Test  
Thomas Test

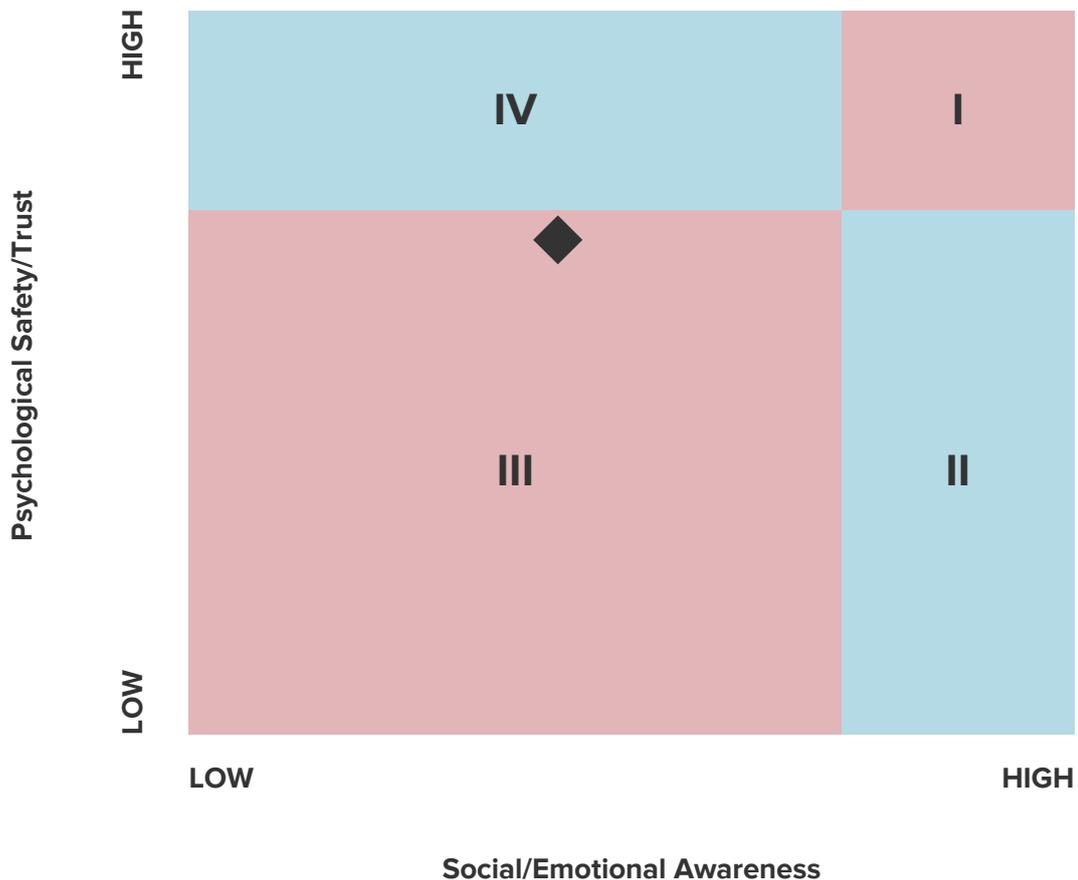
# NEUROTEAMVIEW CULTURE PROFILE

The culture of a team is defined by the collective behavior of team members. Your **NeuroTeamView** assessment provides a measure of two foundation factors necessary for high performing teams:

- **Psychological Safety/Interpersonal Trust** (team average score across the 12 questions measuring the four pillars underlying this factor—Capable, Consistent, Candid, Caring). Scores above 3.9 are shown in “High” quadrant (range of scores on this factor is between 1 and 5).
- **Social/Emotional Awareness** (team average score of team members correctly identifying the number of core human emotions based on 8 facial expressions). Scores above 5.9 are shown in the “High” quadrant (range of scores on this factor is between 0 and 8).

Your team culture profile is shown by a symbol (◆) in one of four quadrants below based on your team’s scores on each of the factors measured with the **NeuroTeamView** assessment. The horizontal and vertical lines that define the size of the quadrants represent the most current **NeuroTeamView** global norms across all teams who have taken this assessment.

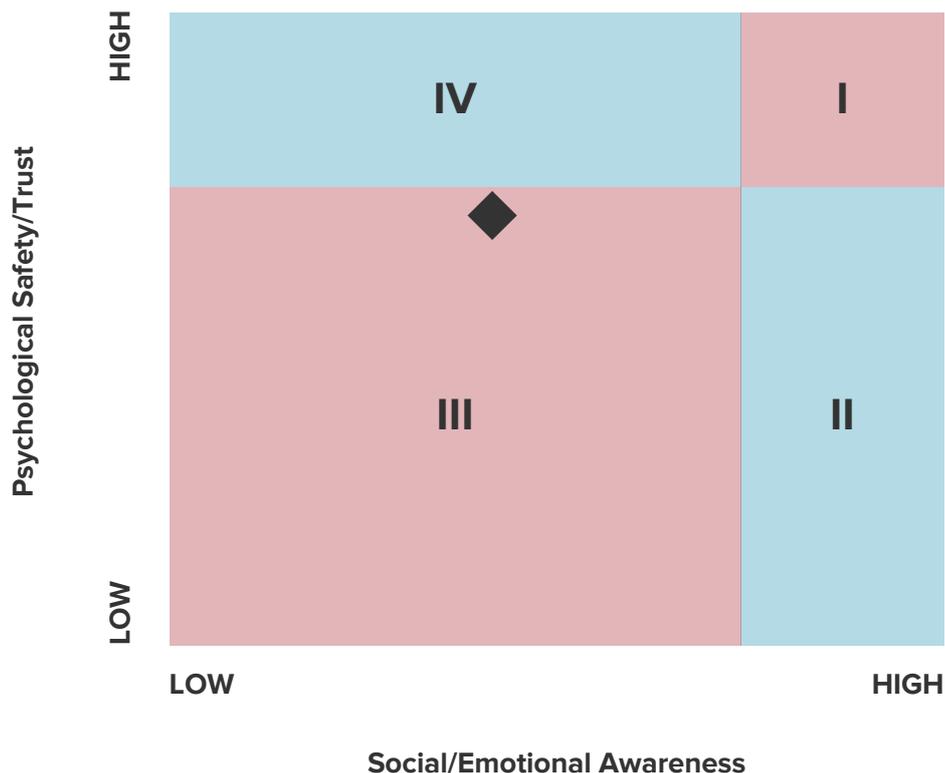
Typical team member behaviors associated with your team culture are shown below based on overall team scores on psychological safety/interpersonal trust and social/emotional awareness.



# YOUR NEUROTEAMVIEW CULTURE PROFILE INTERPRETATION

Your team scored **moderately low or low** on both the 4 Psychological Safety/Interpersonal Trust and Social/Emotional Awareness. Such teams might be described as closed, distrusting, competitive, non-supportive, indirect, risk avoidant, non-caring, unpredictable and autonomous. Both of these areas should be a focus for team building and team development to improve overall trust within the team and enhance performance.

## Typical Behaviors Describing the Team Culture



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### Quadrant I High Safety/High Awareness

Sincere  
Open  
Sensitive  
Empathetic  
Collaborative  
Cooperative  
Direct  
Risk Taking  
Experimental  
Innovative  
Creative  
Interdependent

### Quadrant II Low Safety/High Awareness

Authentic  
Political  
Calculated  
Reserved  
Cautious  
Compromising  
Risk Adverse  
Task Focused  
Chaotic  
Unreliable  
Independent  
Non-Dependable

### Quadrant III Low Safety/Low Awareness

Distrusting  
Non-supportive  
Competitive  
Independent  
Insincere  
Indirect  
Risk Avoidant  
Conflict Avoidant  
Non-caring  
Cold/Unfeeling  
Unpredictable  
Autonomous

### Quadrant IV High Safety/Low Awareness

Accommodating  
Relationship Oriented  
Vulnerable  
Gullible  
Process Focused  
Inefficient  
Warm/Friendly  
Reliable/Dependable  
Polite  
Sympathetic  
Respectful  
Trusting