



**REAL WORLD
GROUP**

Real World Group 
**Engaging
Team 360**

DIAGNOSTIC TOOLS

The Engaging Team 360 is a proven assessment tool which provides essential feedback for your teams to enhance their overall performance, and help resolve conflicts. It enables teams from frontline operational, to project-based or established, middle management to:

- Identify their areas of strength, so that they can continue to work effectively with new understanding of these
- Diagnose and action plan how they could be more productive by improving processes and team culture (morale, wellbeing and engagement).

Engaging Team 360 is based on unique evidence from extensive research. This research has identified the key behaviours and skills both teams and their line managers need to focus on so that the team is:

- Keen and able to innovate to improve performance and output
- Ready and willing to embrace change
- Effective in working together
- Effective in working with other teams
- Provided with the best leadership to harness their strengths.

The Engaging Team 360 also assesses:

- The extent to which the team's current functioning is enhancing (or otherwise) team members' wellbeing and positive attitudes to work
- Others' desire to work with them, and confidence in their performance

Benefits of using the Engaging Team 360

Engaging Team 360 not only provides teams with 360-degree feedback from a range of stakeholders on how effective they are. It also collects data on how effectively they are led, and what changes their leaders should consider in order to release the team's full potential. Leader behaviour is very important to consider since many of the ways a team performs may be affected by how they are led, not by how they behave. These behaviours are based on extensive research over more than ten years into what creates the most engaged, high performing teams.

A clear, graphical report of the findings will provide the team with the information they need to:

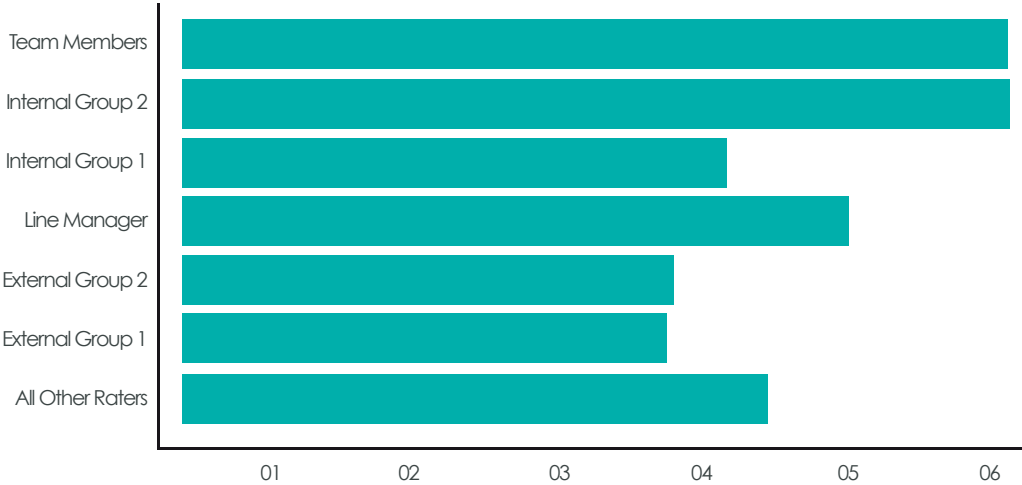
- Understand how effective they are perceived to be by themselves and others
- Understand and improve how they work together
- Understand and improve how they work with other teams
- Increase their readiness for change and innovation
- Understand how their line manager can better enable their peak performance

Engaging Team 360 Dimensions



Structuring - Collective Experience

Best use is made of team members' expertise and experience when we make decisions



SAMPLE GRAPH

