

Team Effectiveness

Confidential Report

Client Name

Sample Team Name

September 2025

The LHH Team Effectiveness Diagnostic provides a holistic view of the team’s behaviours regarding levels of Belonging, Purpose, Agility, Environment and Guidance – the five components of the LHH Team Effectiveness model. These have been determined through in-depth research into the components which power successful team functioning.

Respondents rated the extent to which they agree or disagree with statements which measure Belonging, Purpose, Agility, Environment and Guidance.

The information within this report provides valuable insights that are:

- Anonymous (with the exception of the Team Leader), which might encourage a greater degree of honesty and directness
- Comprehensive, in that they display the range of scores in response to the questions posed, as well as highlight the degree of alignment between Team Members and the Team Leader in terms of levels of Belonging, Purpose, Agility, Environment and Guidance.

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Introduction

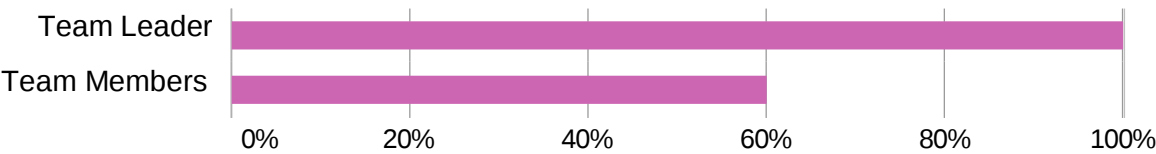
LHH

These results are based on the ratings submitted by those who were invited to respond. This page lists the names of those who were invited, the number of responses received, and the respondent completion rate. Respondents used a 7-point scale, from (1) Strongly Disagree to (7) Strongly Agree, to rate the extent to which they agreed or disagreed with statements which measure Belonging, Purpose, Agility, Environment, and Guidance.

Respondent Status Table

Perspective	Invitations Sent	Surveys Completed	Invited to Respond
Team Leader	1	1	Team Leader
Team Members	5	3	Team Member 1, Team Member 2, Team Member 3, Team Member 4, Team Member 5

Respondent Completion Rate



This section reports on the ratings received overall for each of the five components of the LHH Team Effectiveness model, as well as the ratings for each question asked in the Diagnostic. These detailed findings can help the team understand where they are succeeding and where they have development needs to strengthen their ability to be successful.

Belonging

Belonging reflects the extent to which Team Members feel accepted, respected, and valued by one another. It encompasses psychological safety, mutual trust, and inclusion, enabling individuals to speak openly, express vulnerability, and participate fully. Teams with strong belonging are cohesive, supportive, and united by a shared sense of identity and connection.



Trust



Vulnerability



Connection



Purpose

Purpose reflects the team’s shared understanding of why they exist, what they are working toward, and how individual contributions support collective success. It encompasses clear role expectations, collective ownership of goals, and alignment with broader organizational priorities. When purpose is strong, Team Members are motivated, focused, and accountable to each other and the wider mission.



Role Clarity



Shared Goals



Goal Alignment

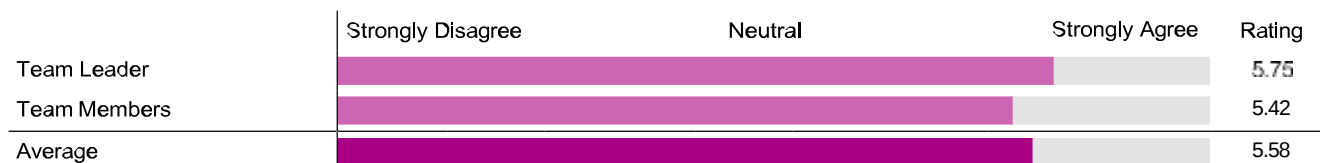


Agility

Agility reflects how effectively the team executes its work through clear communication, adaptability to changing demands, and prompt, structured decision-making. It captures how well the team maintains momentum, responds to challenges, and works together to deliver results efficiently.



Effective Communication & Collaboration



Adaptability & Resilience



Decisive Problem-solving



Environment

Environment reflects the level of organizational support provided to the team. It encompasses whether the team has access to the resources it needs, receives timely and relevant organizational information, and feels recognized and valued by the wider organization. A strong team environment supports efficient work, informed decision-making, and a sense of external value and impact.



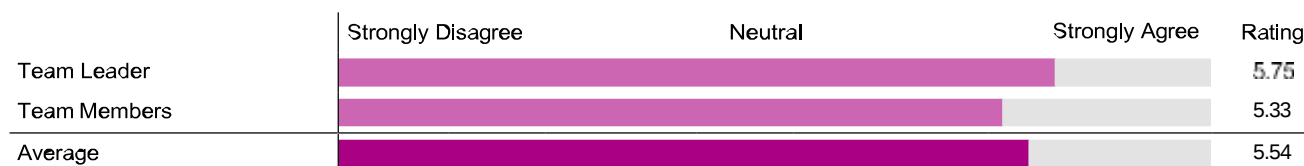
Resources



Information flow



Recognition



Guidance

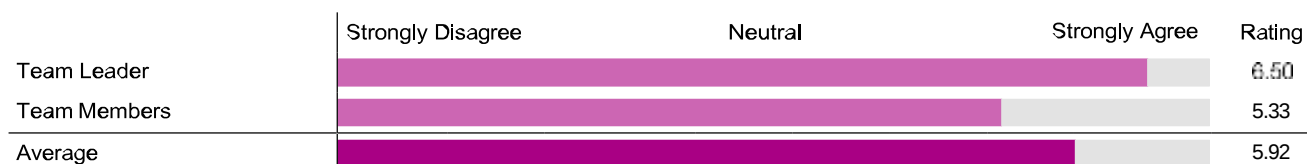
Guidance reflects the extent to which the Team Leader supports success by enabling ownership, growth, and continuous improvement. A strong guide encourages Team Members to take responsibility for their work, promotes constructive feedback that supports reflection and learning, and fosters a culture of ambition and development. Rather than directing every decision, guidance involves creating the conditions for autonomy, open dialogue, and sustained high performance.



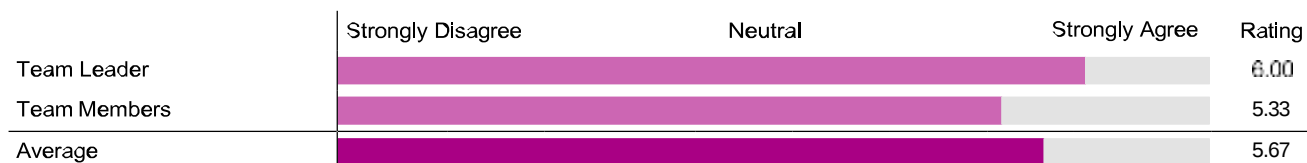
Empowerment



Feedback

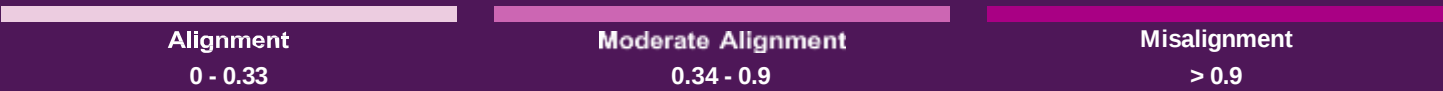


Challenge



This section reports on the alignment between Team Leader and Team Members for each of the five components and sub-traits of the LHH Team Effectiveness model. The center line of the chart represents the Team Leader's responses. The bars represent the difference in score for the Team Members. Moderate alignment and misalignment represent opportunities for team development and closer alignment.

Gap Difference Key



Belonging

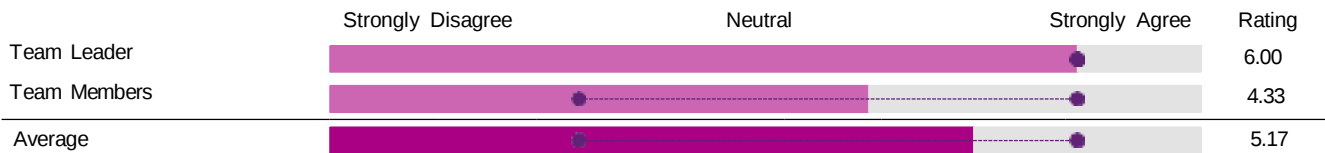
Trust

Trust reflects the extent to which Team Members feel safe to express ideas, opinions, and feedback without fear of criticism or dismissal. It involves mutual respect, active listening, and courteous interactions that promote psychological safety and open dialogue.

1. Team Members feel comfortable sharing ideas, knowing they won't be criticized harshly.



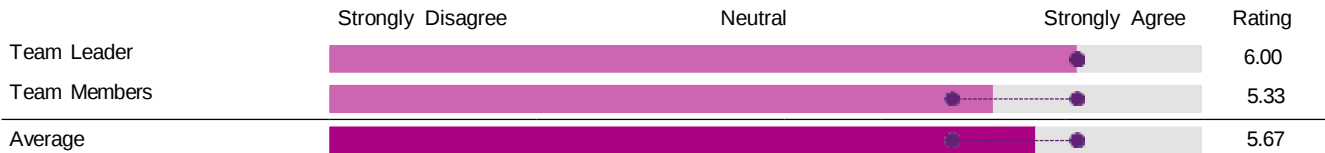
2. Team Members consistently show consideration for each other's perspectives.



3. Voicing differing opinions is welcomed in our team without the fear of criticism.



4. I observe Team Members consistently speaking to each other with courtesy.

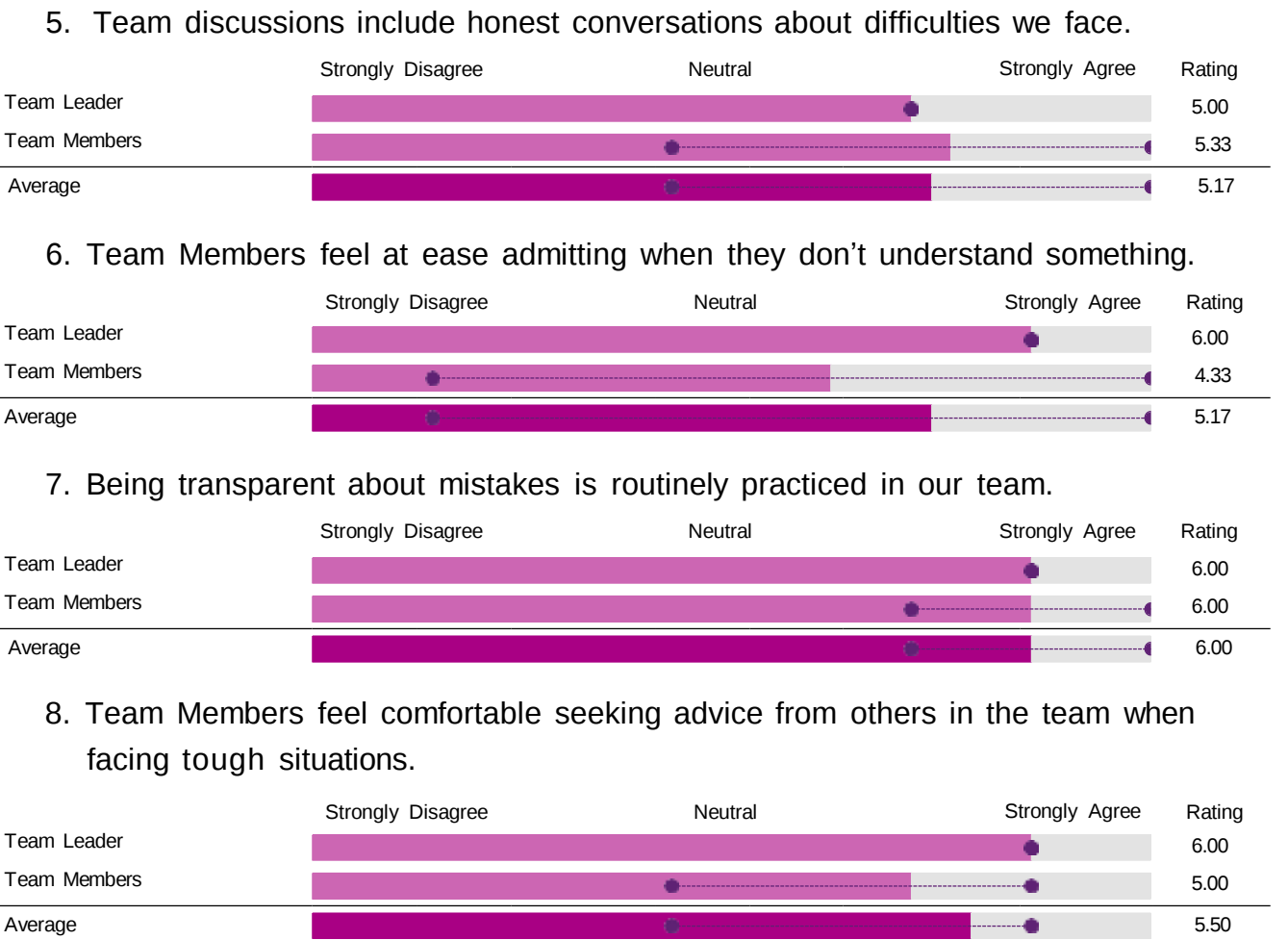


 = Indicates the Range of Ratings

Belonging

Vulnerability

Vulnerability is the willingness of Team Members to openly share uncertainties, acknowledge mistakes, and seek help. It fosters an environment where honesty is encouraged, challenges are discussed transparently, and asking for support is seen as a strength, not a weakness.



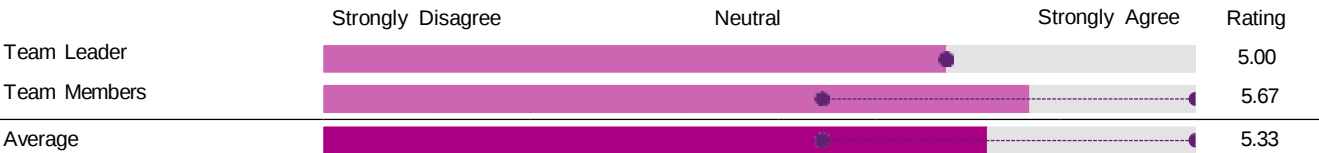
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Belonging

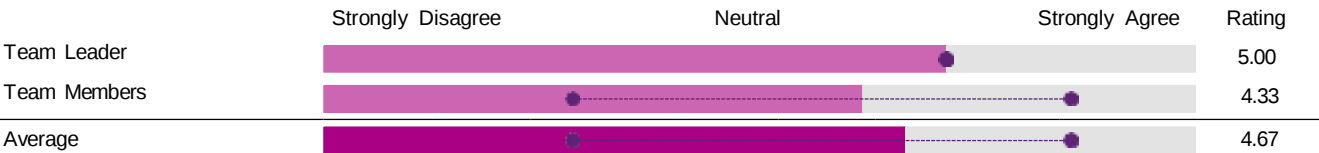
Connection

Connection captures the emotional and relational bonds that unite a team. It is demonstrated through mutual encouragement, proactive support, and a shared identity that connects members beyond tasks, fostering unity and commitment to collective success.

9. There are strong bonds that connect Team Members beyond professional interactions.



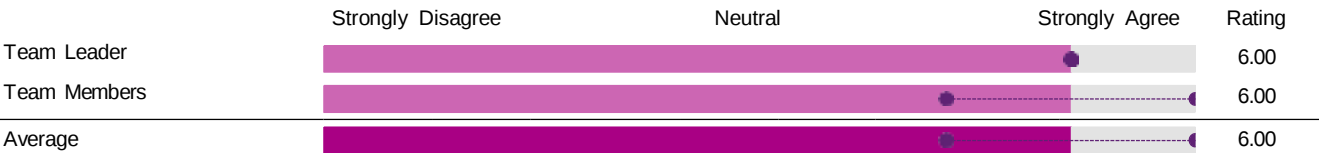
10. When faced with challenges, Team Members offer help proactively.



11. There is a strong sense of encouragement across all Team Members.



12. There is a shared identity that unites Team Members towards objectives.



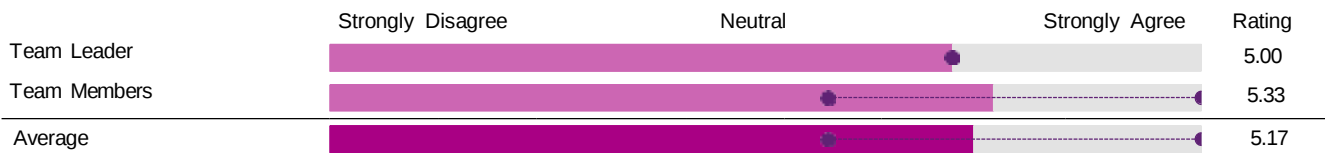
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Purpose

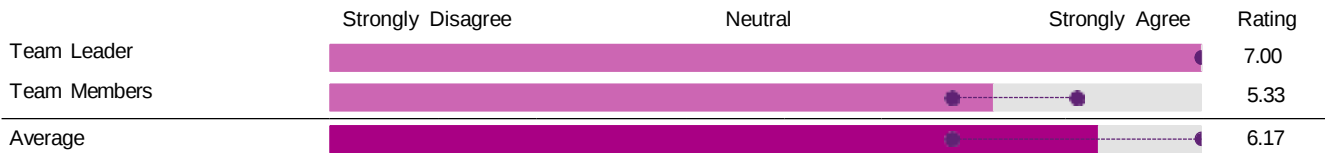
Role Clarity

Role Clarity reflects the extent to which Team Members understand their individual responsibilities, how their role supports the team’s goals, and what is expected of them.

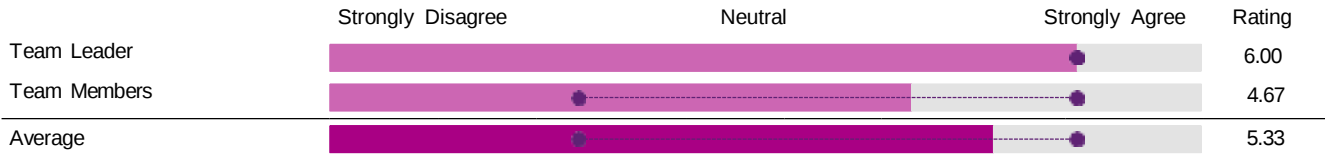
13. Team Members have a clear understanding of their team’s goals and what their role is in achieving them.



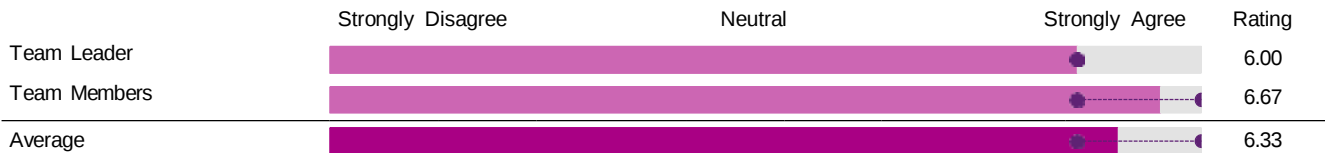
14. Team Members have a clear grasp of how their role aligns with our team's mission.



15. Team Members know exactly what is expected of them in their team role.



16. Team Members understand how their responsibilities contribute to the team’s success.



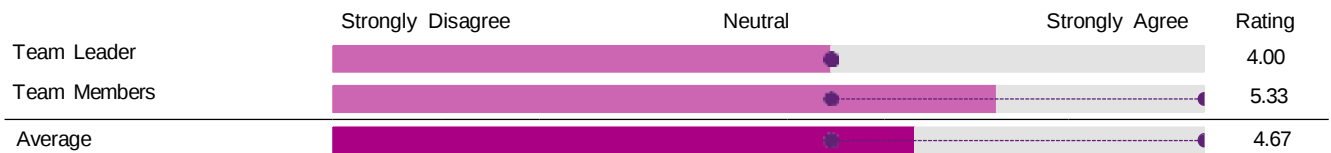
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Purpose

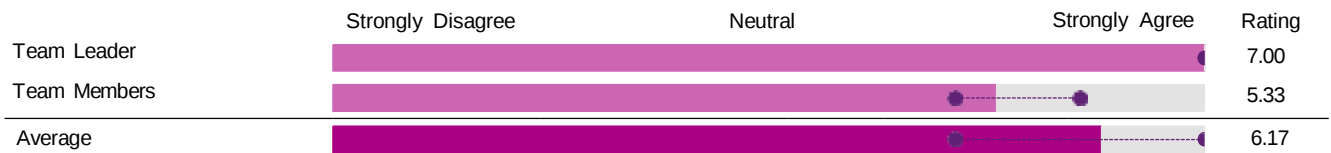
Shared Goals

Shared Goals capture the degree to which Team Members are aligned in their efforts to achieve collective outcomes. This includes regular review of goals, mutual accountability, and a collaborative approach to meeting team priorities.

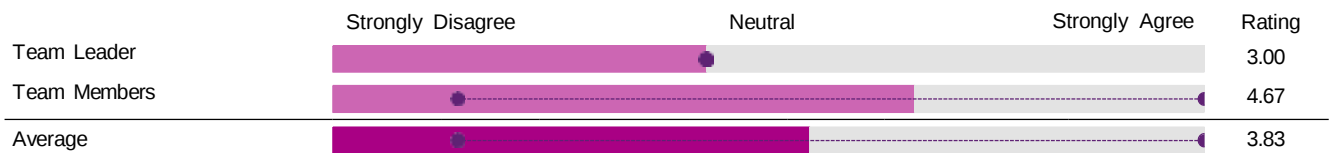
17. We regularly review our goals to ensure team efforts remain directed toward prioritized outcomes.



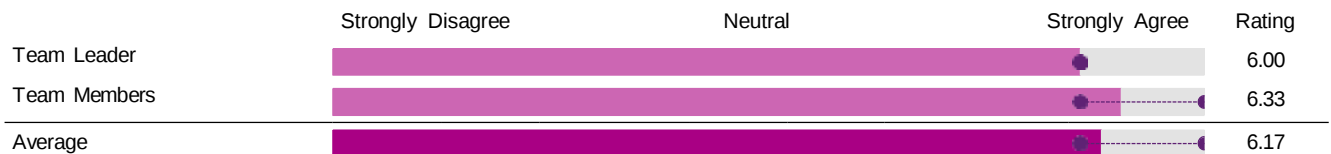
18. Team goals are approached collectively, with an emphasis on input and effort from everyone.



19. We regularly hold each other accountable for adhering to agreed timelines and objectives.



20. We regularly check in with each other to ensure accountability for our tasks.

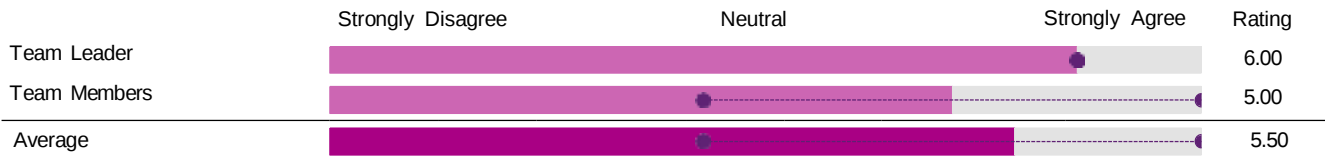


Purpose

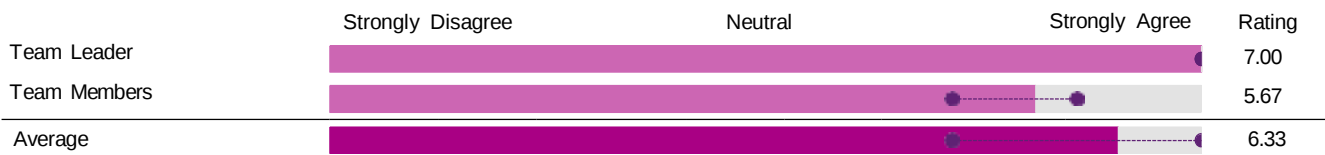
Goal Alignment

Goal Alignment refers to the extent to which the team’s objectives are clearly connected to the broader strategic aims of the organization. It reflects a shared understanding of how team goals contribute to larger business priorities and long-term vision.

21. The mission of our team is closely tied to the organizational strategy goals.



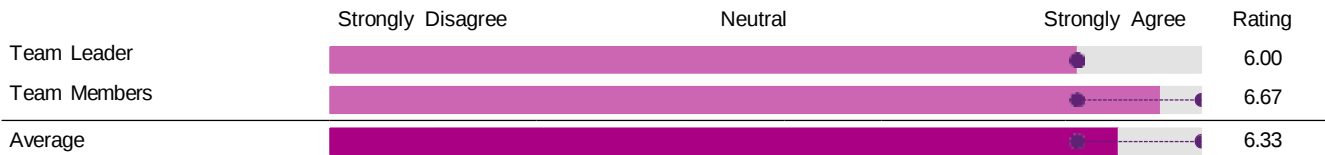
22. Our team’s objectives are in seamless alignment with the organization’s strategic goals.



23. I see a clear connection between our team's priorities and the broader aspirations of the organization.



24. Our team's objectives serve a significant role in achieving the organization's strategic vision.



= Indicates the Range of Ratings

Agility

Effective Communication & Collaboration

Team Members share information clearly and promptly, ensuring alignment, avoiding misunderstandings, and focusing conversations on solutions.

25. Our team communicates explicitly to avoid any misunderstandings.



26. We consistently update one another on changes that affect the team.



27. We reply promptly to each other's messages to keep workflows smooth.



28. Our discussions focus on solutions rather than assigning blame.



 = Indicates the Range of Ratings

Agility

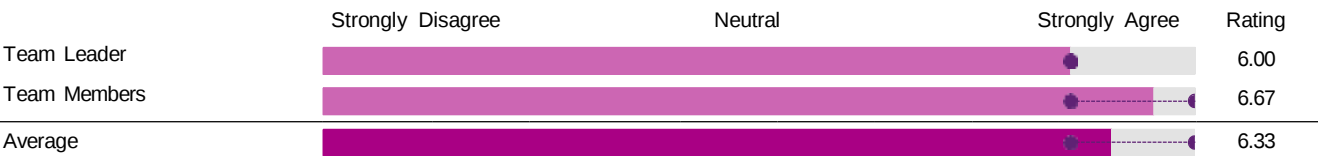
Adaptability & Resilience

The team remains flexible and composed when facing disruptions or changing priorities. Members shift strategies quickly and persist through challenges to stay on track.

29. Our team rapidly adapts to shifting project requirements.



30. Our team perseveres when facing difficult situations.



31. Our team quickly bounces back from disruptions to refocus on tasks.



32. We readily shift our strategies to align with new requirements.



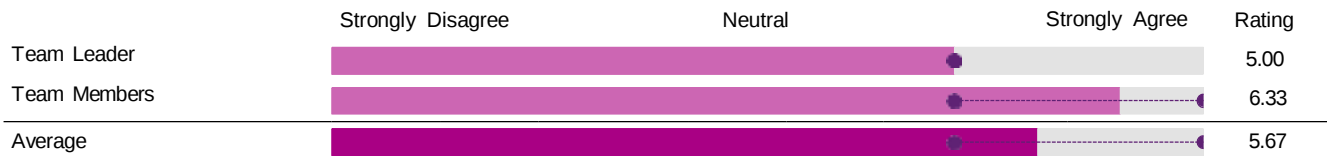
 = Indicates the Range of Ratings

Agility

Decisive Problem-solving

The team makes informed decisions efficiently, addressing issues through structured analysis and collaborative action to keep progress on track.

33. Our team assesses problems from multiple angles to understand underlying causes.



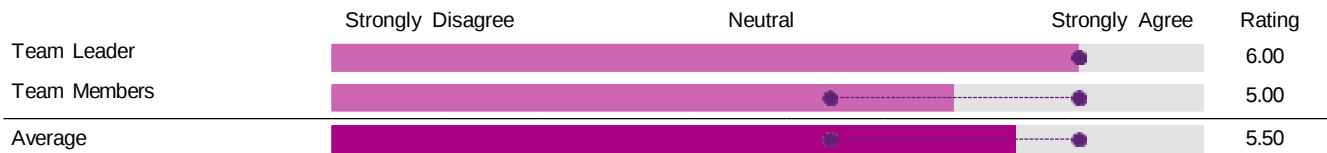
34. We make timely decisions to maintain progress in critical situations.



35. Our team investigates problems systematically to identify effective resolutions.



36. Our team quickly makes decisions when challenges arise without delaying critical tasks.



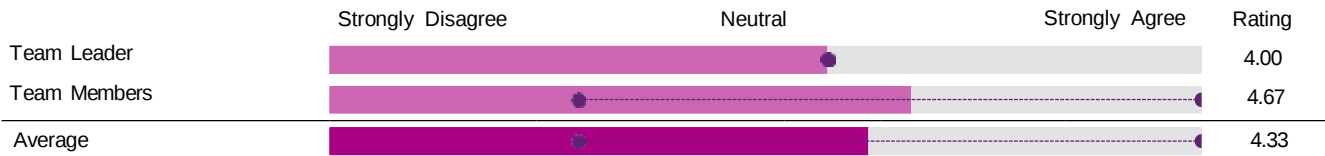
 = Indicates the Range of Ratings

Environment

Resources

Access to the tools, support, and materials needed to perform work effectively. This includes timely assistance and adequate infrastructure that allows the team to deliver results efficiently.

37. We have immediate access to the resources we need for our work.



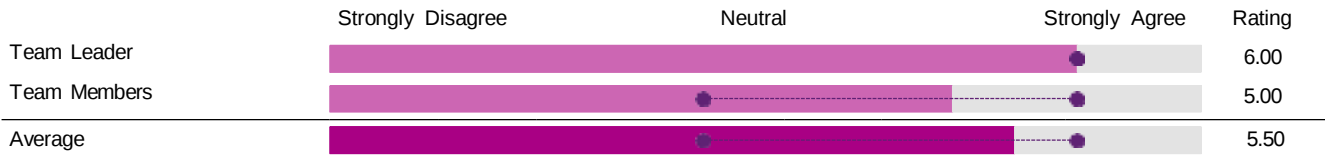
38. We have assistance from the organization in securing necessary tools for projects.



39. The resources required for our tasks are always available.



40. The resources we use minimize time and effort required to complete tasks.



 = Indicates the Range of Ratings

Environment

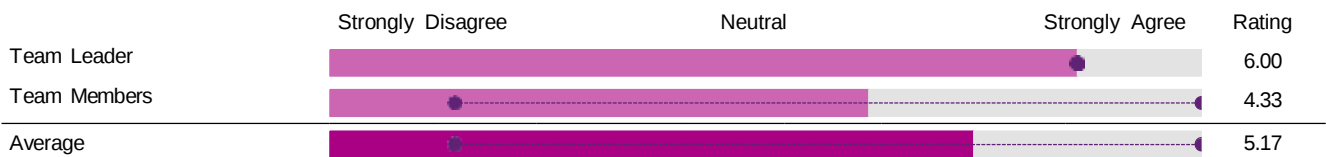
Information flow

The accuracy, timeliness, and transparency of communication from the broader organization. Teams with strong information flow are well-informed about relevant changes, updates, and decisions that impact their work.

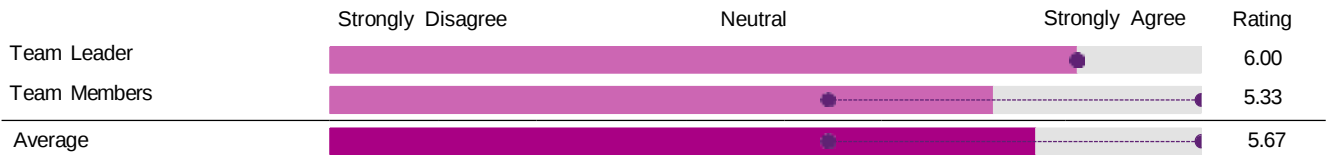
41. The information provided by our organization is precise and trustworthy.



42. Important updates are delivered promptly to ensure we are never caught off guard.



43. We are kept informed of changes in a timely manner.



44. We are informed about the organization's decisions and the reasons behind them.



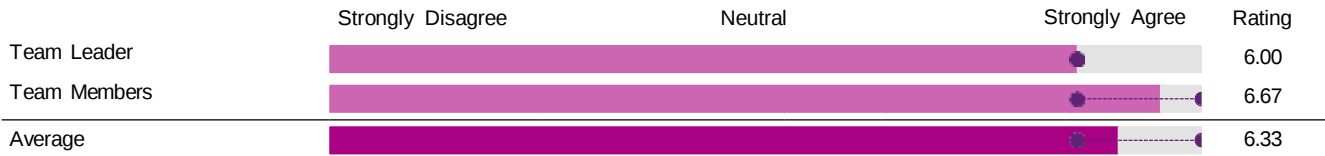
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Environment

Recognition

The extent to which the team’s contributions are acknowledged by those outside the team. This includes appreciation from leadership, peers in other teams, and visible signals that the team’s work is valued and impactful.

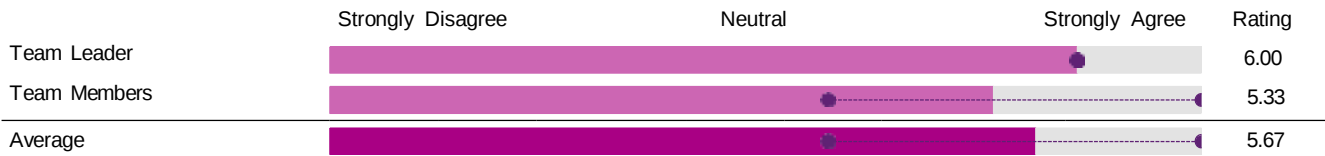
45. Our team's work is regarded as significant by the organization.



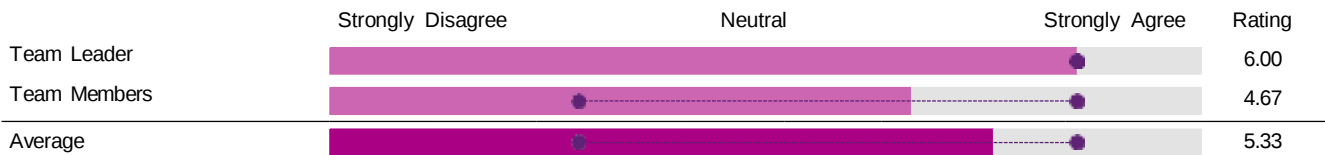
46. Recognitions from external teams show the importance of our team's contributions.



47. We are often recognized by the organization for adding significant value.



48. Our team receives encouragement from organizational leaders to pursue our goals.



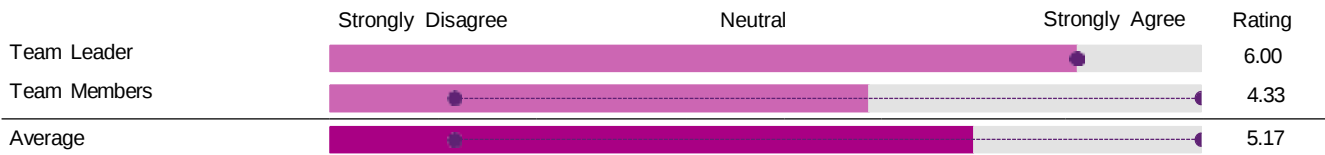
●—● = Indicates the Range of Ratings

Guidance

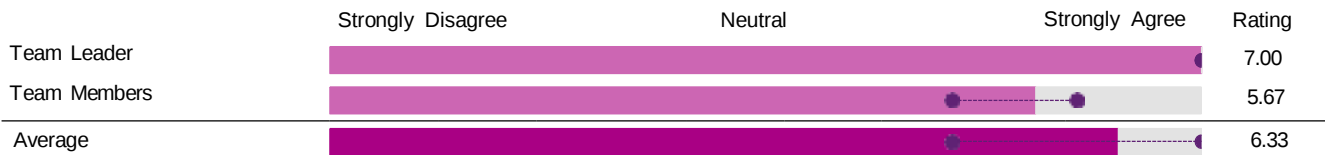
Empowerment

Empowerment reflects the extent to which Team Members are encouraged to take ownership of their work, exercise autonomy, and make decisions that align with project goals and personal strengths. It also includes a shared responsibility for adapting methods and workflows to achieve results.

49. Team Members are given the flexibility to choose how they execute their tasks.



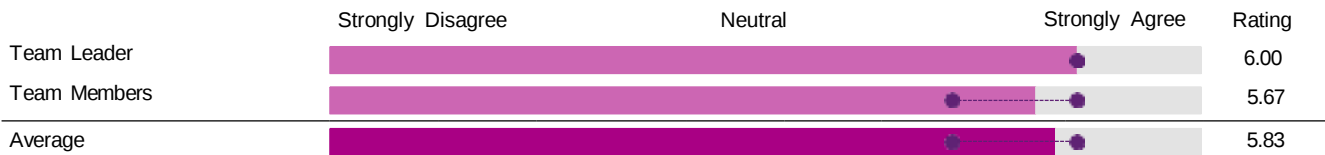
50. Our team is empowered to adapt our methods to best suit the project goals.



51. Team Members are empowered to shape the workflow that suits their strengths.



52. Team Members are expected to own the results of their work.



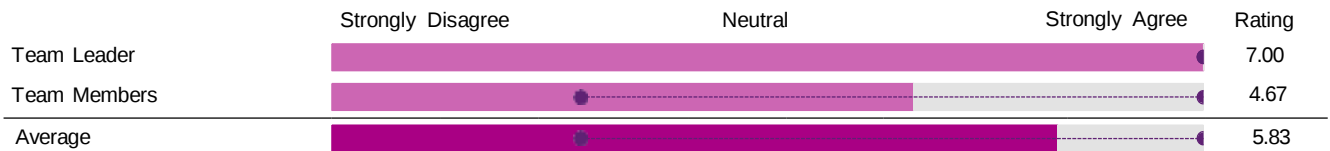
●—● = Indicates the Range of Ratings

Guidance

Feedback

Feedback refers to the degree to which the team environment supports learning through timely, constructive, and reflective exchanges. This includes regular feedback loops that promote self-awareness, continuous improvement, and shared learning from experience.

53. We regularly engage in reflection sessions with our manager to identify learning opportunities.



54. Team Members engage in feedback discussions that prompt us to reflect and improve.



55. We receive immediate feedback after tasks, helping us to correct course promptly.



56. We are guided by our manager to reflect on lessons learned to enhance future performance.

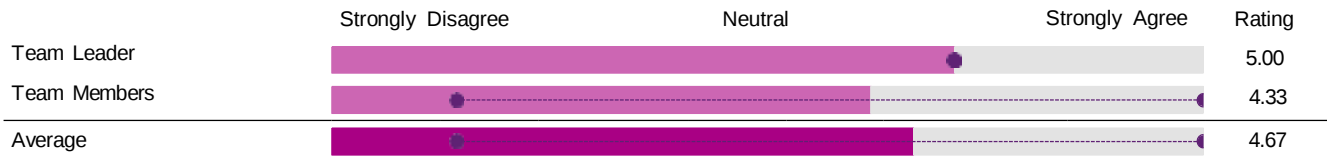


Guidance

Challenge

Challenge captures how the team environment promotes growth by encouraging ambitious goals, goal-oriented support, and a culture that values learning through mistakes. It reflects a focus on development, curiosity, and sustained high performance.

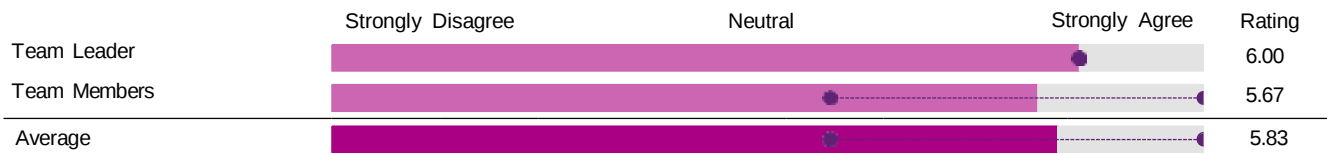
57. Our manager encourages us to view mistakes as learning opportunities.



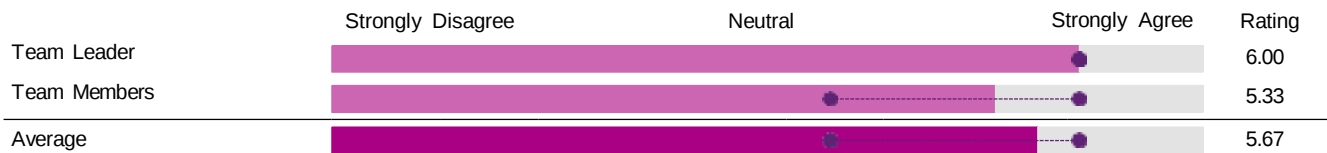
58. Our manager promotes an environment of curiosity and continuous learning.



59. We feel driven to succeed through our manager's encouragement of goal-oriented challenges.



60. Our manager inspires us to pursue ambitious targets with sustained enthusiasm.



= Indicates the Range of Ratings

The team members and team leader were provided an opportunity to answer additional questions related to the team performance. Comments appear exactly as entered by each participant.

What aspects of the team's ways of working do you feel are most effective? Please share specific examples if possible.

Team Leader

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Team Members

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The team members and team leader were provided an opportunity to answer additional questions related to the team performance. Comments appear exactly as entered by each participant.

Are there any aspects of how the team works that could be improved? What challenges have you noticed, and how do they affect the team's effectiveness?

Team Leader

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Team Members

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The team members and team leader were provided an opportunity to answer additional questions related to the team performance. Comments appear exactly as entered by each participant.

What should the team focus on to increase the value it delivers to the organization? Consider both internal collaboration and external impact.

Team Leader

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Team Members

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Recruitment
Development
Career Transition