














The Affina Real Team Profile Plus for Sample A Team

	Team Structure	Dimension definition	1	2	3	4	5
3	Team identity	The extent to which team membership is clear and the team is recognised as a team by others in the organisation.					
4	Team objectives	The extent to which the team has clear, agreed team objectives, to which all team members are committed.					
	Team contribution	The degree to which team members believe that the team's task makes a valuable contribution to the overall success of the organisation.					
5	Team member role clarity	The extent to which team member roles are clear, distinguishable and understood by everyone within the team.					
	Team leader clarity	The degree to which all team members are clear about and agree about who is the leader of the team.					
6	Team autonomy	The degree of control and discretion the team has in carrying out team tasks.					
	Team member interdependence	The extent to which team members rely on one another to complete team tasks and meet team objectives.					

Further indications of potential team effectiveness

	Team Practices	Dimension definition	1	2	3	4	5
7	Team communication	The extent to which team members communicate effectively about the team task.					
8	Team focus on quality	The degree to which team members are focused on high quality client outcome.					
	Team innovation	The extent to which the team implements new and improved ways of working.					
	Team reflexivity	The degree to which the team collectively reflects upon their immediate and long term objectives, processes and strategies and adapts these as required.					
	Lack of team conflict	The degree to which team members feel that there is little destructive conflict within the team.					
9	Inter-team working	The degree to which the team engages in effective, co-operative working with other relevant teams.					

This report has been produced from information provided by 11 team members.

 average of team member responses  range of team member responses