



# PERFORMANCE PROGRAMS INC.

assessment, awareness, action



## Executive Team Survey

### APPLICATION

Team development for strategic-level teams

### AUDIENCE

Teams with strategic responsibility

### RESPONDENTS

Team members, team leader, and observers of the team

### QUESTIONS

77 questions, 3 open-ended

### EXECUTIVE TEAM (ET)

provides feedback for a strategic team on their shared responsibility for generating a vision for the organization and managing day-to-day operations. Successful executive teams have the skills necessary to oversee the company's growth and guide it through change. Teams at this level develop goals and strategies that keep the organization competitive. Members must collaborate and coordinate to effectively optimize decisions, balancing their role in the organization with their role in the team. The ET measures an executive team's ability to impact the organization.

### THE ET TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

## Task Cycle® Phases:

### **I. CLARIFICATION OF STRATEGIC GOALS**

Establishing and communicating clear goals, and pursuing innovative ideas.

### **II. PLANNING AND DECISION-MAKING**

Aligning plans with marketing efforts, making decisions collaboratively and being sensitive to others' reactions to change.

### **III. TEAM STRENGTHS**

Utilizing specialized knowledge and expertise, effectively managing conflict and fostering a cooperative atmosphere.

### **IV. FEEDBACK**

Monitoring results and assessing the impact of plans and decisions.

### **V. EXERCISING CONTROL**

Demonstrating enthusiasm, setting performance standards, balancing competition and cooperation and confronting short- and long-term issues.

### **VI. RECOGNITION**

Acknowledging the contributions of others.

### **OUTCOMES**

Tension/Stress Level and Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.

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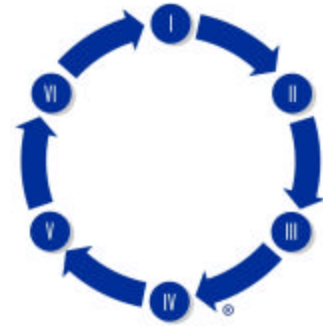
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**PERFORMANCE  
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## ***Our Team***

### **APPLICATION**

Team development  
for tactical teams

### **AUDIENCE**

Work groups and  
intact teams

### **RESPONDENTS**

Team members, the  
leader, and groups or  
individuals who are  
supported by the  
team.

### **QUESTIONS**

71 questions,  
3 open-ended

### **OUR TEAM (OT)**

provides feedback on the skills necessary for team effectiveness. Successful teams contribute to meeting the organization's goals. An effective team fosters a collegial atmosphere by supporting one another to build consensus. Team members can then negotiate to optimize solutions and produce quality results. Given the proper resources, a cohesive team will maximize its productivity. The OT measures how effectively a team performs as a unit.

### **THE OT TASK CYCLE®**

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement

## **Task Cycle® Phases:**

### **I. FOCUS**

Understanding and clarifying goals.

### **II. TEAM COMPETENCE**

Utilizing specialized knowledge and expertise and making decisions and planning collaboratively.

### **III. INTERNAL RELATIONS**

Fostering a cooperative atmosphere, accepting new members, effectively managing conflict and gaining management support.

### **IV. FEEDBACK ON PERFORMANCE**

Accepting feedback from managers and monitoring output and assessing the impact of actions.

### **V. CONTROL**

Maintaining an appropriate level of tension, balancing competition and cooperation and taking informed risks.

### **VI. MEMBER SATISFACTION**

Acknowledging the contributions of others.

### **OUTCOMES**

Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.

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