

Create Your Team Culture Wheel

Do you want to get a clear picture of where your team stands?
Then draw your Team Culture Wheel. This is how you do it:

Step 1:

Step 1: Read the statements about each of the Team Culture Dimensions. Examine whether and to what extent the statements apply to you and your team. Rate them on a scale from 1 = not at all applicable to 10 = totally applicable.

Step 2:

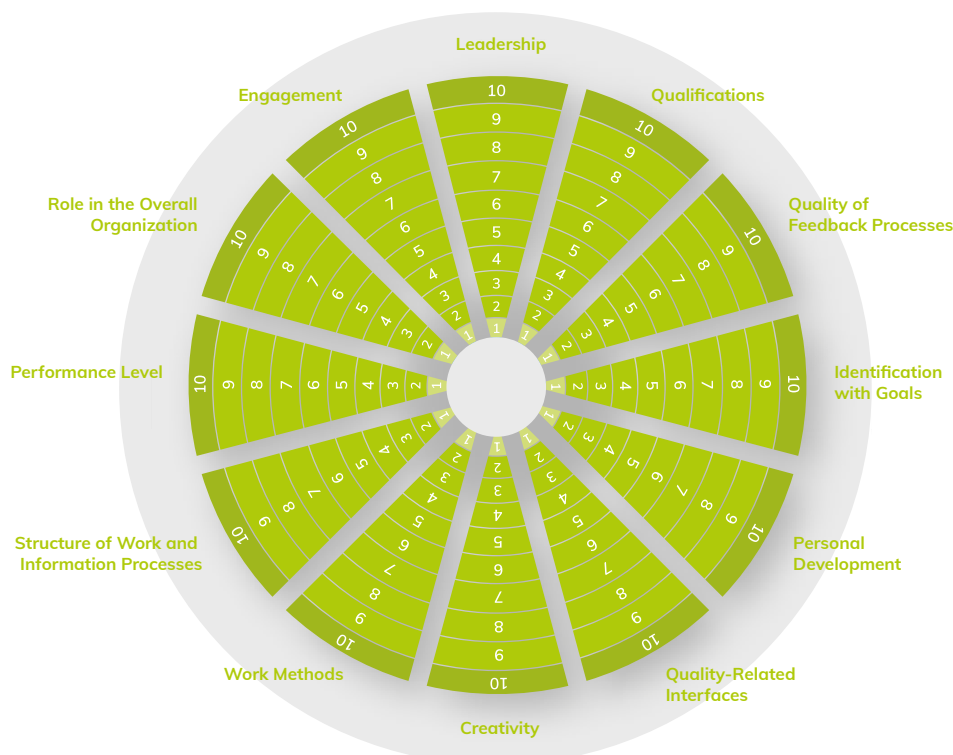
Step 2: Calculate the average from the total points and the number of statements. Example: The Feedback Processes dimension contains 4 statements. You gave the first statement a 6, the second a 3, the third a 7, and the fourth a 4. Divide the total points of 20 by 4.

Step 3:

Step 3: Add the average value to the axis the average value the axis of the respective category. In our example, you place a cross at number 5 in the Feedback Processes axis.

Step 4:

Step 4: Do the same for each of the individual dimensions. Once you have done that, connect the crosses you entered by drawing lines. Dimensions whose average values are particularly low or high provide important indications for a purposeful “direction” for the team development process.



The Process One Team Culture Wheel Dimensions

defined by Sven Fissenewert and Dirk Gouder

Leadership

- + The leader's **expectations** of the team and the team's expectation of the leader are known.
- + All parties involved rate the leader's **leadership style, requirements, control and support** as a good fit for the team and its situation.
- + Everything that is **performed by the leader** that is deemed of importance is defined and fulfilled.

Qualifications

- + All team members have the **right skills** to do their work and are able to **upskill speedily** and acquire new knowledge.
- + Regular meetings between the leader and the team member(s) on upskilling requirements are in place.

Quality of Feedback Processes

- + Feedback **as a method is known and practiced**.
- + It is used **regularly and is appropriate for each situation**.
- + There is very **little animosity between individuals**.
- + Feedback and potential lessons learned are viewed as **resources**.

Identification with Goals

- + The **goals are known**.
- + They are defined, agreed or self-set and all team members **identify** with the goals.
- + The goals are **verifiable and achievable**.

The Process One Team Culture Wheel Dimensions

defined by Sven Fissenewert and Dirk Gouder

Personal Development

- + The team members jointly and individually seek out experiences and **challenges**.
- + They have a keen eye for relevant developments and **take a systematic approach to searching for information**.
- + They strive to develop their professional and interdisciplinary skills.
- + **Individuals are at the service of the team**, but personal values remain important.

Quality-Related Interfaces

- + The team has access to all **relevant information** regarding internal clients and service providers.
- + All **parameters critical to success** at the key internal and external interfaces are defined, communicated, and duly incorporated.
- + **Assignments** from clients (including internal clients) are always properly **clarified**.
- + The team is in **close contact and maintains dialog with other groups**.

Creativity

- + There is adequate space to develop, adopt, and implement **new ideas**.
- + **Risk-taking** and “thinking outside the box” are appropriately encouraged.
- + There is an appropriate degree of **tolerance of mistakes**.

Work Methods

- + Practical, systematic, and effective **systems for dealing with problems and issues** are in place.
- + Supportive and **useful methods** to foster teamwork, facilitation, recurring fixed meetings, etc. are available.
- + The work methods are regularly reviewed in terms of their purposefulness and effectiveness.

The Process One Team Culture Wheel Dimensions

defined by Sven Fissenewert and Dirk Gouder

Structure of Work and Information Processes

- + The work/information processes within the team are **efficient**.
- + The key **processes are defined**.
- + They are **adapted to current developments**.
- + Everyone is provided with exactly **the right information** and does not receive more or less information than he/she needs.

Performance Level

- + The team is continually **focused on achieving its goals**.
- + The team itself has a **clear focus** on what is defined as performance.
- + It often feels at liberty to conduct **critical reviews** in order to directly translate the lessons learned into improvements.
- + It feels continually **challenged but not constantly overwhelmed**.

Role in the Overall Organization

- + The function that the team plays in the organization is **(from the organization's perspective) necessary**.
- + Its **role in the organization** and the associated resources are clearly **defined and purposeful**.
- + The team is included in **planning and strategy processes** and is given due consideration in such processes.
- + The team is **largely self-sufficient** as regards its own procedures.

Engagement

- + The team members tend more towards **living to work** than working to live.
- + **Energy and engagement** are tangible.
- + **Resignation is rare** and, where it exists, it is only brief.
- + Support, **motivation and team spirit** are tangible.