

# High Performing Team Assessment (HPTA)

A Diagnostic Tool for High-Performance Team Development

## About This Assessment

This assessment is built on the **Insights® Discovery** Team Effectiveness Model, which applies **Carl Jung's** psychological types framework to team performance measurement.

The instrument measures critical performance factors across 20 validated dimensions, organised into four complementary domains.

This tool helps teams understand their current performance patterns and identify specific development opportunities using the proven Insights® Discovery methodology.

## Instructions

**Time Required:** 10-15 minutes

**How to Complete:** Rate each statement *individually*, then discuss results as a team

Read each statement below. Think about how your team usually works together. Choose the number that best describes your team:

- 1** = Never true for our team
- 2** = Rarely true for our team
- 3** = Sometimes true for our team
- 4** = Usually true for our team
- 5** = Always true for our team

Growth doesn't have a finish line ----->

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	Section 1: FOCUS Getting Results and Achieving Goals	SCORE
1	Our team has clear goals that everyone understands and supports.	
2	Team members hold each other accountable when someone doesn't deliver what they promised.	
3	When we agree to do something, we take action quickly rather than waiting or discussing more.	
4	Our team is fully committed to getting results and finishing the job.	
5	We believe strongly in our team's ability to succeed and achieve our objectives.	
	Total	
	SECTION 2: FLOW Being Creative and Adapting to Change	SCORE
6	We listen to feedback and make changes to improve how we work.	
7	We adapt easily when we need to change direction or try new approaches.	
8	When something urgent comes up, we respond quickly and take action.	
9	We work together to come up with many different ideas before choosing the best one.	
10	Team members share knowledge and help each other learn new skills.	
	Total	

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	Section 3: CLIMATE Building Trust and Positive Relationships	SCORE
11	Everyone feels safe to speak honestly without fear of negative consequences.	
12	Team members do what they say they will do and we can rely on each other.	
13	We treat each other with respect and show that we value each person.	
14	Every team member feels like an important part of the team and belongs here.	
15	We have a positive atmosphere where people enjoy working together.	
	Total	
	SECTION 4: PROCESS Having Clear Systems and Measurements	SCORE
16	Everyone knows exactly what their role is and what others expect from them.	
17	We understand how each person's work connects with others' work.	
18	Our team has clear methods for making decisions and everyone knows who decides what.	
19	Each team member has the right skills and knowledge needed for their role.	
20	We regularly check our progress toward goals and know how we're performing.	
	Total	

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## Your Team Results

### Scoring by Color Energy:

FOCUS (Fiery Red): \_\_\_/25

FLOW (Sunshine Yellow): \_\_\_/25

CLIMATE (Earth Green): \_\_\_/25

PROCESS (Cool Blue): \_\_\_/25

Total Team Score: \_\_\_/100

## Balanced Teams

Teams scoring 20+ in all four sections show excellent color energy integration and typically demonstrate the highest performance levels.

## Understanding Your Team's Energy Balance:

### Fiery Red Strength (High Section 1 scores):

- Your team is results-focused and action-oriented
- You deliver on commitments and drive toward goals

Watch for: Rushing through planning, impatience with others' pace

### Sunshine Yellow Strength (High Section 2 scores):

- Your team is creative and adaptable
- You generate ideas and respond well to change

Watch for: Difficulty with routine tasks, inconsistent follow-through

### Earth Green Strength (High Section 3 scores):

- Your team has strong relationships and trust
- People feel safe and valued in the team environment

Watch for: Avoiding difficult conversations, slow decision-making

### Cool Blue Strength (High Section 4 scores):

- Your team has clear structure and quality focus
- You measure progress and maintain high standards

Watch for: Over-analysis, slow response to urgent issues

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## Development Priorities by Color Energy

The following development actions are based on successful interventions used by teams across multiple industries and organizational contexts.

Each recommendation has been tested in real-world settings and adapted for practical implementation in diverse organizational cultures.

### If **FOCUS** is your lowest score:

#### Immediate Actions (This Week):

- Write down 3 specific team goals with deadlines and assign one owner per goal
- Schedule 15-minute weekly accountability check-ins where each person reports progress
- Set a 48-hour maximum for making routine decisions. If no decision by then, the team leader decides
- List your top 3 priorities and stop doing 2 activities that don't directly support them

#### Monthly Actions:

- Create a "*delivery scorecard*" showing who committed to what and actual completion rates
- Implement "*action item owners*" for every meeting with clear deadlines

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## If **FLOW** is your lowest score:

### Immediate Actions (This Week):

- Add 30 minutes to your next team meeting for brainstorming solutions to current challenges
- Create a shared document where anyone can add improvement ideas throughout the week
- Establish a "2-hour rule". Respond to urgent requests within 2 hours, even if just to acknowledge receipt
- Start each team meeting with "*What's one thing we learned this week?*"

### Monthly Actions:

- Schedule monthly "*Lunch Dates*" where team members teach each other new skills
- Create a "*Relationship-intelligent Responses playbook*"; document how to handle common conflict-triggering situations

## If **CLIMATE** is your lowest score:

### Immediate Actions (This Week):

- Institute "*no interruption*" rule in meetings. Everyone gets to finish their thoughts
- Start each week by having each person share one thing they appreciate about a teammate
- Create a team agreement: Example, "*We adapt to connect.*", and post it visibly
- Schedule 15-minute one-on-one check-ins between team leader and each member

### Monthly Actions:

- Implement "*conflict resolution protocol*" to address disagreements within 24 hours using structured conversation
- Create team rituals (lunch dates, coffee, or celebration) to build personal connections

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## If **PROCESS** is your lowest score:

### Immediate Actions (This Week):

- Write a one-page role description for each team member and get everyone's agreement
- Create a simple "*decision matrix*" showing who makes what types of decisions (inform, consult, or decide)
- Set up weekly 30-minute team progress reviews using the same agenda format every time
- Map out your team's workflow showing how work moves from person to person

### Monthly Actions:

- Create performance dashboards showing 3-5 key metrics that everyone can see and understand
- Establish quality checklists for your team's most important work outputs

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## Working with Victus People

As Thailand's first licensed Insights® Discovery partner, we help leaders build relationship-intelligent teams to achieve extraordinary results.

When leaders understand themselves deeply and connect authentically with others, everything else; strategy execution, team performance, innovation, naturally follows.

If your team struggles with:

- Personality differences creating constant conflicts and tension
- Lack of psychological safety where people don't speak up
- Poor collaboration and siloed working
- Miscommunication leading to errors and frustration
- Lack of drive and accountability among team members

Book a free 30-minute team consultation today.

Because you deserve a team that brings out the best in everyone, including You.

This consultation is completely free with no obligations.

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*This assessment is based on the Insights® Discovery Team Effectiveness Model*