



tAssess™ – Team Assessment Software

Have you ever wondered what TEAM stands for? Together Achieves More.
Teams have proven to be effective in all walks of life as Together Everyone Achieves More.

However, the effectiveness of a team is only as good as the team's maturity. And maturity is not necessary a factor of time. Instead it is a function of how focused the team is, how it communicates, how it operates, how involved the members are, how much trust and confidence there are amongst team members.

*"Coming together is a beginning,
Keeping together is progress,
Working together is success."*

Henry Ford

Henry Ford's saying clearly illustrates that a team goes through stages in its life span.

Many organisations which felt that their teams needed help, frequently ended up sending their teams for a team building course. They feel that something is wrong with the team and that they need some form of help. However, by sending them for team building courses without any diagnosis, it is like sending them to the pharmacy to get drugs without first going for a check-up to find out what is wrong. More and more organisations are beginning to realise that it is more effective to start with a diagnosis before seeking a prescription.

According to Tuckman's model, every team goes through 4 stages of development indicating different stages of maturity. Generally, the more mature it is, the more effective it gets.

The 4 stages are: Forming, Storming, Norming and Performing.

In diagnosing which stage a team is in, experts look at the 7 team success factors:

1. Team Focus refers to what the team is for? What is its purpose, direction, goals and mission?
2. Role Clarity helps team members know what their individual tasks are in the team and how they are expected to contribute to the success of the team.
3. Information Sharing refers to how the team communicates, share ideas, thoughts and feelings.
4. Process refers to the operating procedures that govern the team including decision making procedures, conflict management procedure and problem solving procedure.
5. Participation refers to the level of involvement amongst team members in team processes.
6. Identification refers to the sense of commitment team members have with the team.
7. Confidence refers to the level of trust and confidence team members have for each other.

Team Diagnosis

Team Success Factors Effectiveness
Stage of Development





tAssess™ is designed to help any team that is interested in an accurate diagnosis of how mature the team is and what is the state of affairs for the 7 team success factors. By getting team members to answer a series of questions, the team leader would get a detailed report on what is working, what is not and what to work on vis-a-vis the 7 factors, Recommendations are also given in the report on what the team should do to improve its current situation.

tAssess™ is an effective diagnostic tool to gauge how effective teams are and to identify areas for improvements that are actionable and measurable over time to track progress.

Through tAssess™, you would have accurate and insightful data to help your team beat with one heart!

Highlights of the application include:

- Automatic computation of score for each factor by aggregating observation inputs and not just using simple averaging;
- Reliability Index to improve quality of analysis results. Built-in reliability screen of input fed by respondents. (When a certain respondent's input deviate from other respondents' input significantly, his input will be marked as unreliable);
- Adopting the latest A-score calculation to reflect the level of agreement between respondents;
- All reports are in MS Excel® format to facilitate flexibility in reporting format and further analysis work;
- Available in English and Asian languages.



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