



TEAM EXPERIENCE DIAGNOSTIC

SAMPLE CO • MARCH 2023 • PARTICIPATION RATE: 74% • 122 RESPONSES



The **connectivity score** shows the level of cohesion in your team. Do team members collaborate with each other? **The score is between 0 – fragmented – and 100 – cohesive.** The score is based on 6 factors of team's informal network interactions and perceptions of team connectivity: *(1) Agility & Cohesion, (2) Collaborative Flows, (3) Knowledge of Coworkers, (4) Culture of Helpfulness, (5) Collaborative Tools, (6) Employee-Manager Connections*

The **well-being score** shows the level of well-being in your team. The score is calculated based on your team's energizing relationships and perceptions of their workplace well-being. The score is between 0 – burnout – and 100 – energized. The score is based on 6 factors of your team's informal network interactions and perceptions of team well-being: *(1) Work-life Balance, (2) Social Inclusion, (3) Cognitive Well-being, (4) Empowerment, (5) Sense of Belonging, (6) Energy Flows*

These scores are calculated based on your people's input and compared with Innovisor's Benchmark. Your connectivity score & well-being score together make up your **Team Experience Diagnostic framework**. Based on your results, and which framework your team is currently experiencing, you will find **actional recommendations** targeted to your specific pain points.



Look out for this symbol to see how your score compares with Innovisor Benchmark



Look out for this symbol for how to read graphs & visuals

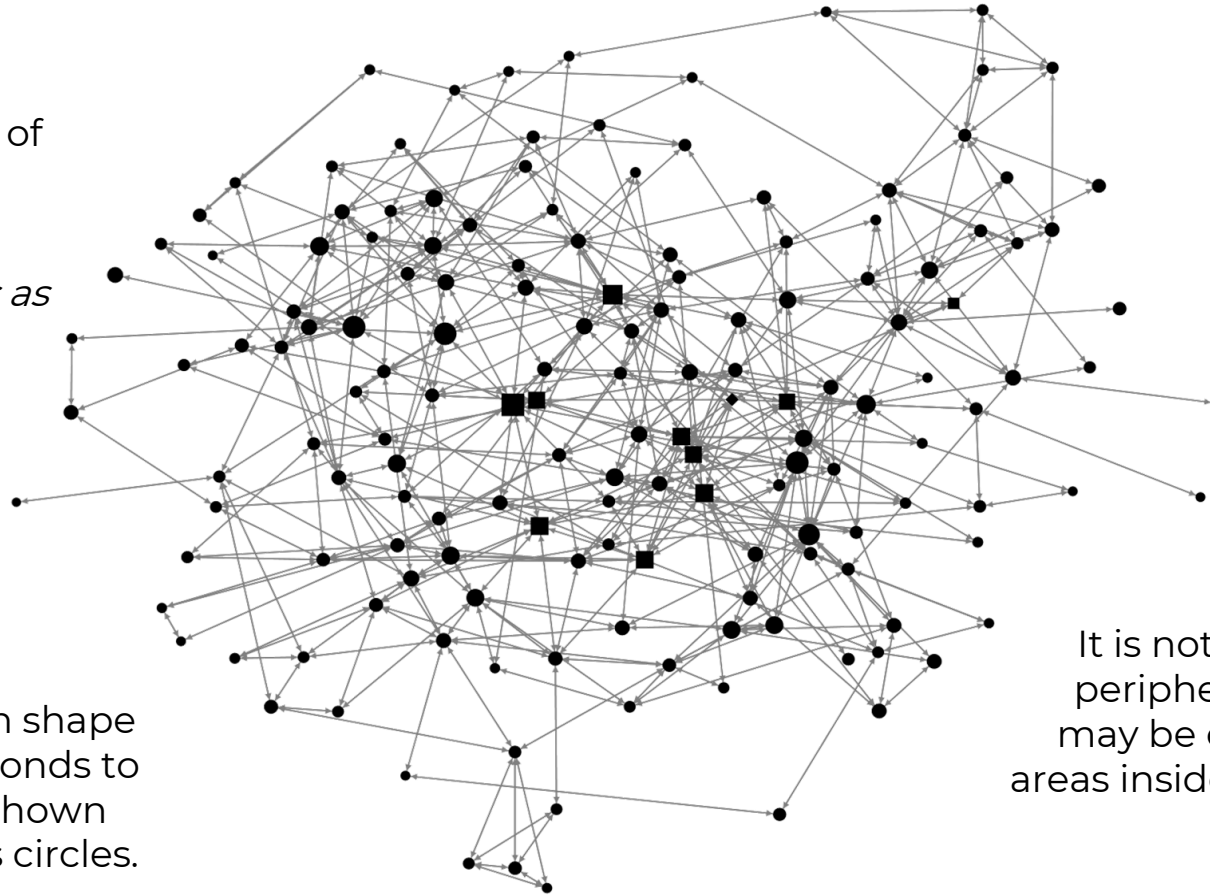
LINES ↔

Lines between the shapes indicates a relationship. The arrow indicates the direction of the relationship.

Note: In the collaboration network, there are no arrows as we only show mutual relationships.

COLOR & SHAPES ● ■

In the network diagram, each shape is a person. The color corresponds to their **[group]**. Managers are shown as squares and employees as circles.

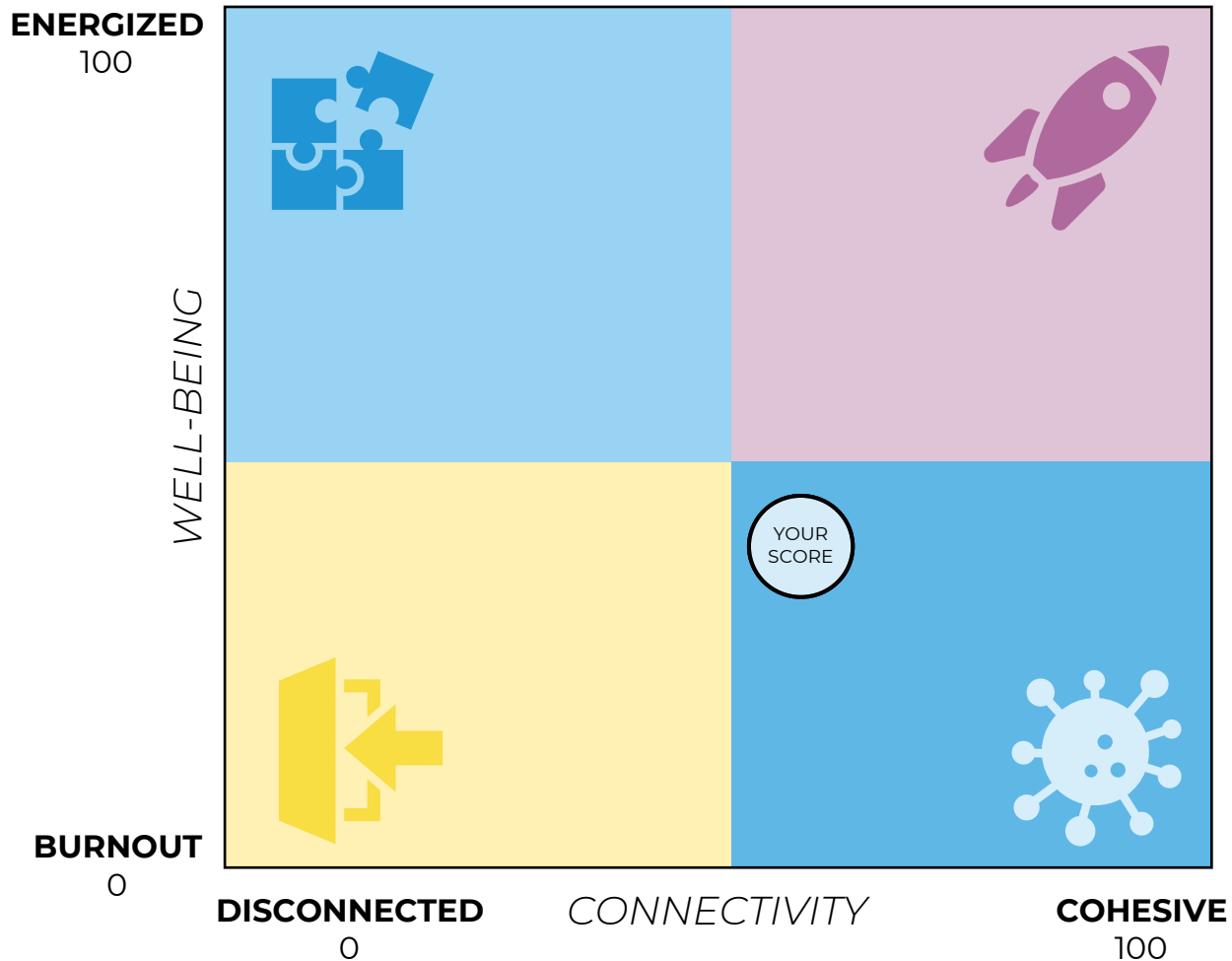
● ● ● **SHAPE SIZE**

The larger a shape is, the more people has pointed to the person.

PEOPLE IN THE PERIPHERY

It is not bad if people are located at the periphery of the network. These people may be connected to people from other areas inside your company, or even people outside your company

YOUR TEAM EXPERIENCE



THE FATIGUED TEAM

The team is united but feels overworked. Address workload issues and increase flexibility to avoid the team falling apart due to burnout. Address workload balance and increase flexibility to push your team the Optimized Collaborators!

STAY CONNECTED

- Recommendation #1
- Recommendation #2
- ...

PROMOTE WELL-BEING & FEND OFF BURNOUT

- Recommendation #1
- Recommendation #2
- ...

TRACK CHANGE OVER TIME

- Keep track of changes in your team experience by re-running the analysis!

YOUR CONNECTIVITY SCORE

Agility & Cohesion

Employee: Manager



Collaborative Flows
& Concentration

Knowledge of
Coworkers

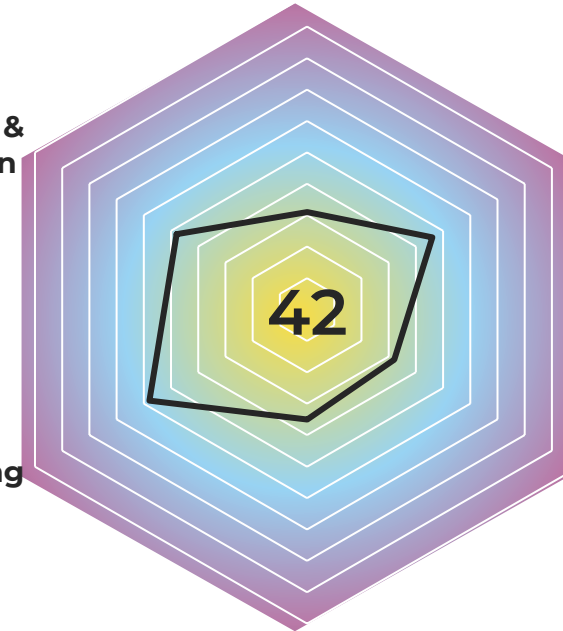
Culture of
Helpfulness

Collaborative Tools

YOUR WELL-BEING SCORE

Work-life Balance

Energy Flows &
Concentration



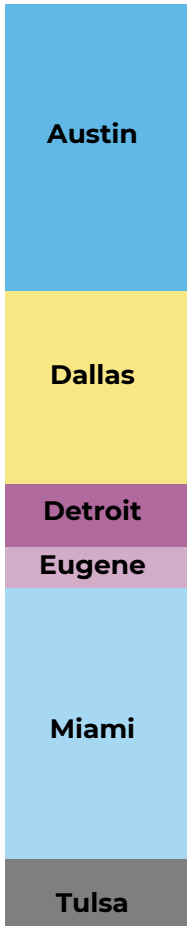
Social Inclusion


Cognitive
Wellbeing

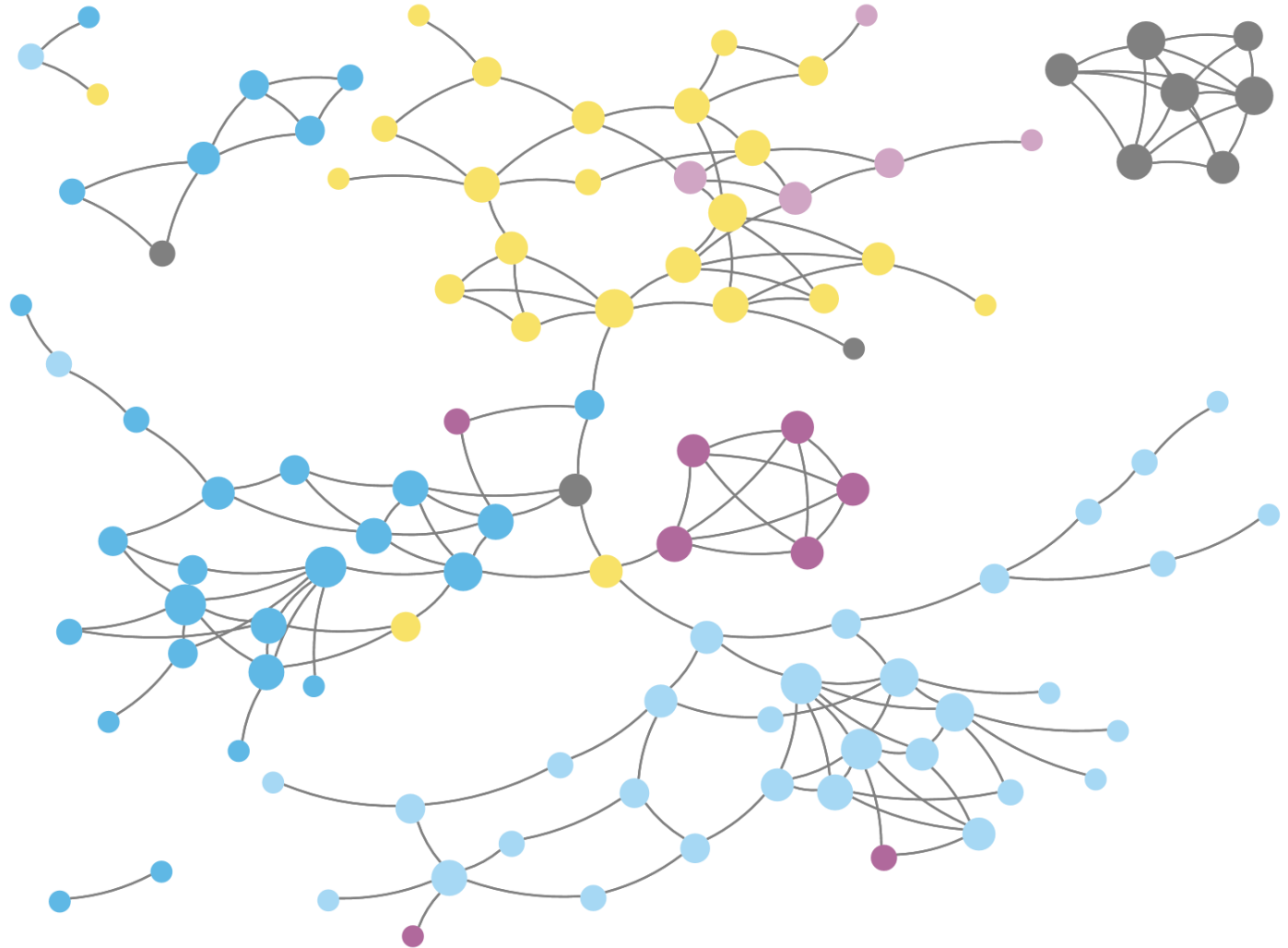
Empowerment

Sense of Belonging

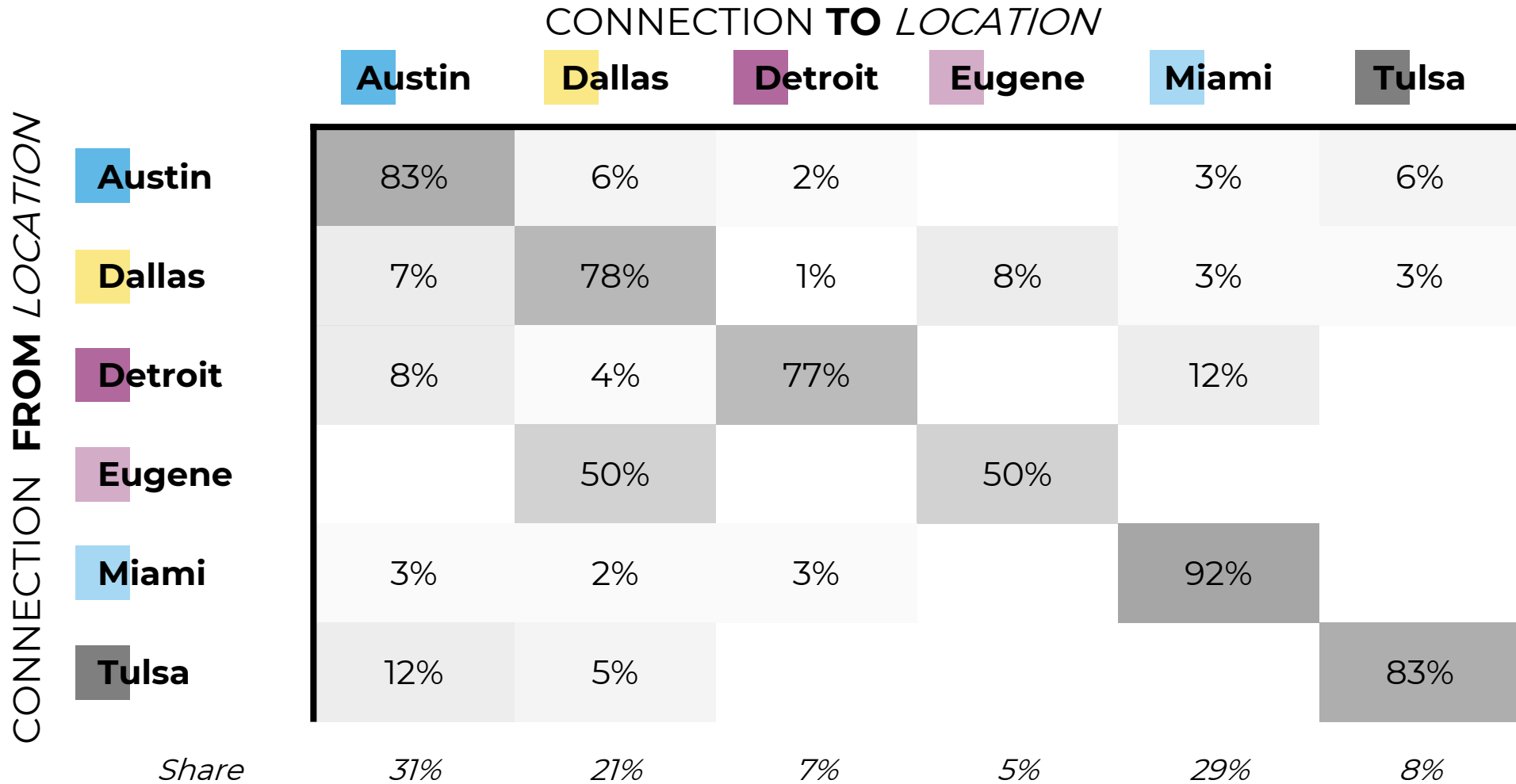




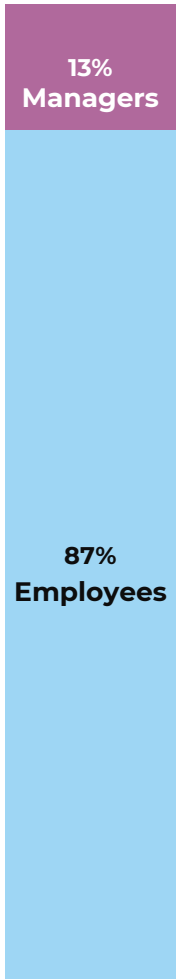
95%
are included in the
collaboration network
 *Innovisor
Benchmark 95%*



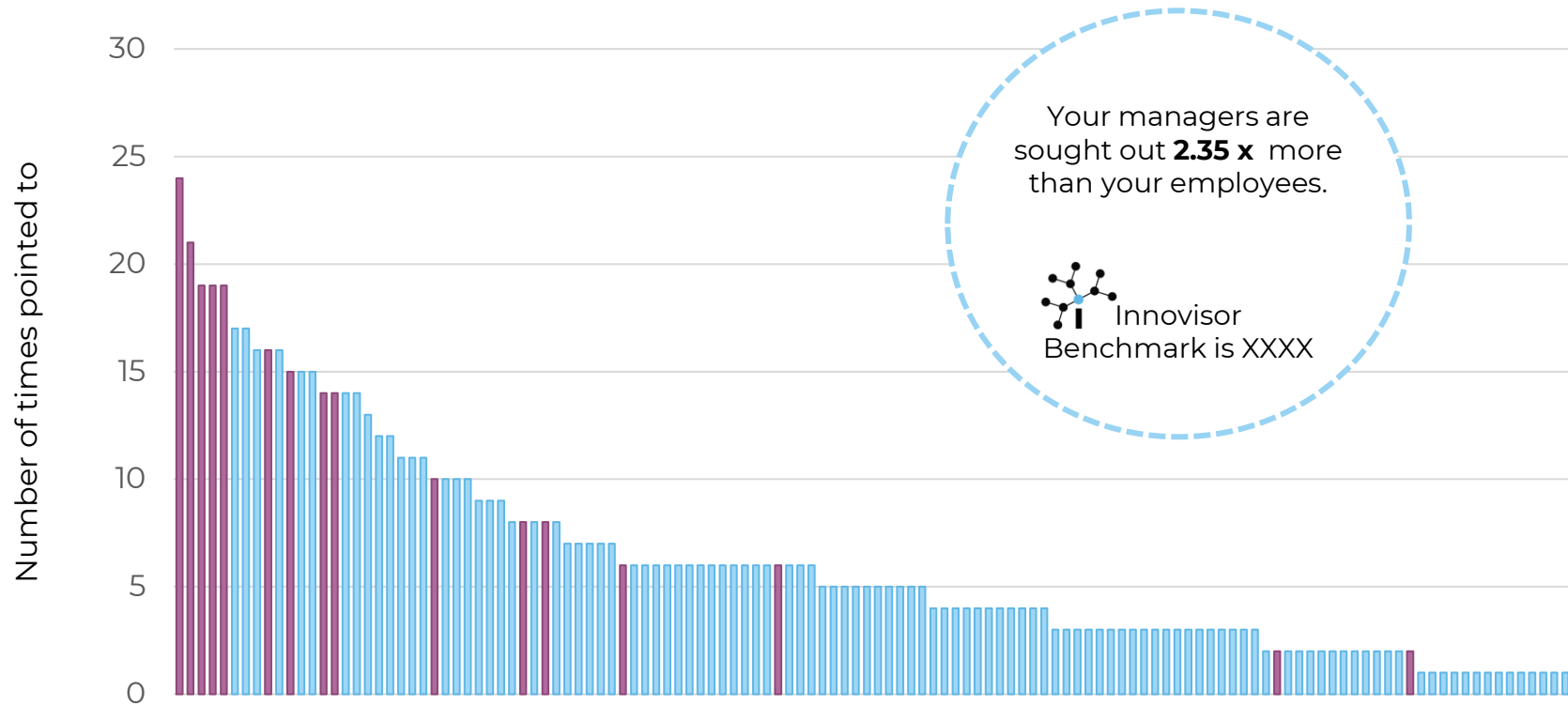
The **network visual** shows employees as circles, and managers as squares. The larger the shape, the more times the person has been pointed to by peers. Lines show relationships. Collaboration networks only show mutual relationships.



The **matrix** shows how collaboration flows within your team. The table is read from row to column.



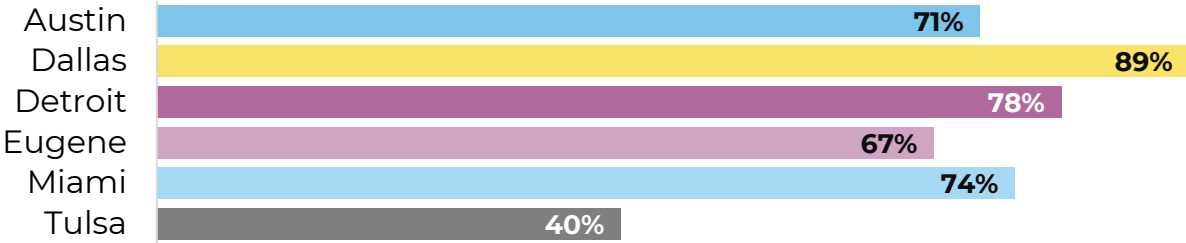
How is collaboration concentrated?



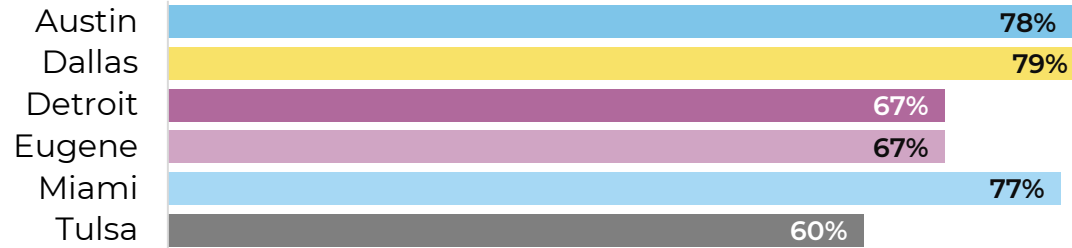
The **chart** illustrates the concentration of collaboration. Each line represents a person. The length of the lines shows how many times they have been pointed to by others.

• KNOWLEDGE OF COWORKERS •

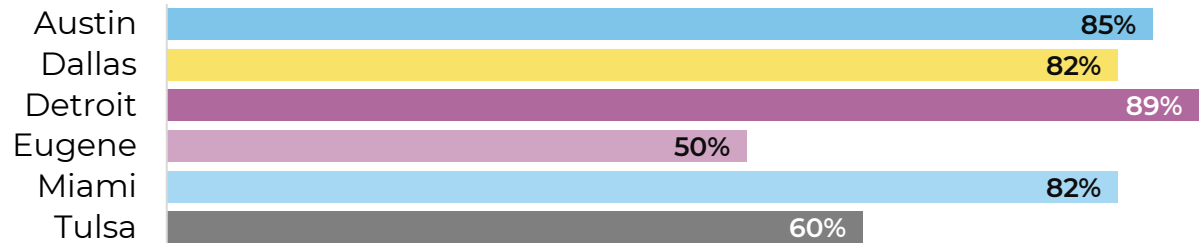
KNOWLEDGE OF COWORKERS: *I know the roles of my colleagues well enough to know where to seek help or advice to get my job done*



COLLABORATIVE TOOLS: *We have mechanisms in place that enable us to stay connected as a team*



CULTURE OF HELPFULNESS: *My coworkers are always willing to help when I need it*




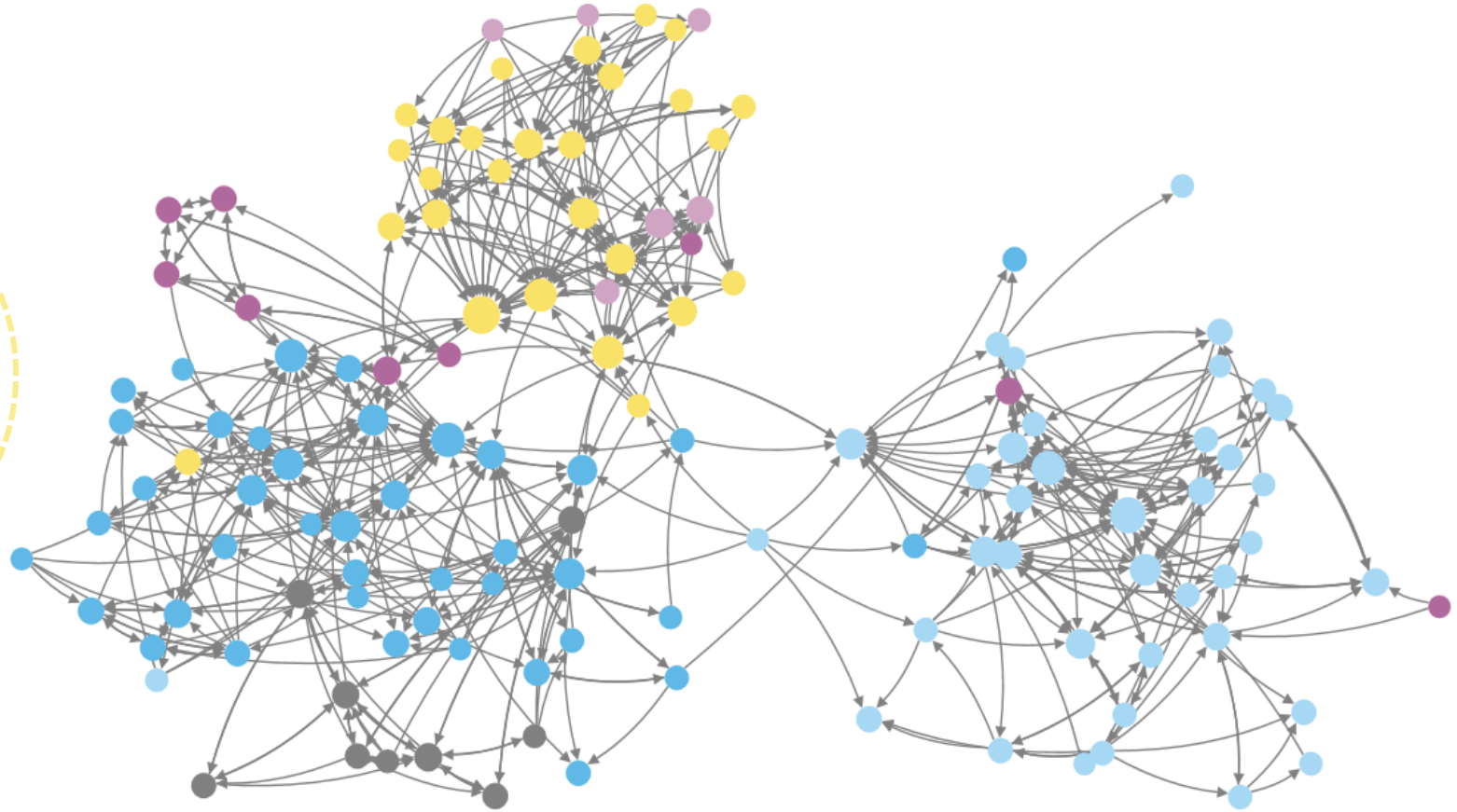
% that **Agreed** or **Strongly agreed** with the statements

- Austin
- Dallas
- Detroit
- Eugene
- Miami
- Tulsa

85%

are pointed to as as energizing

 *Innovisor*
Benchmark 76%



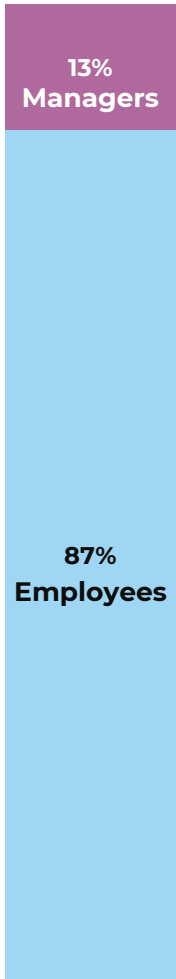
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ENERGY TO *LOCATION*

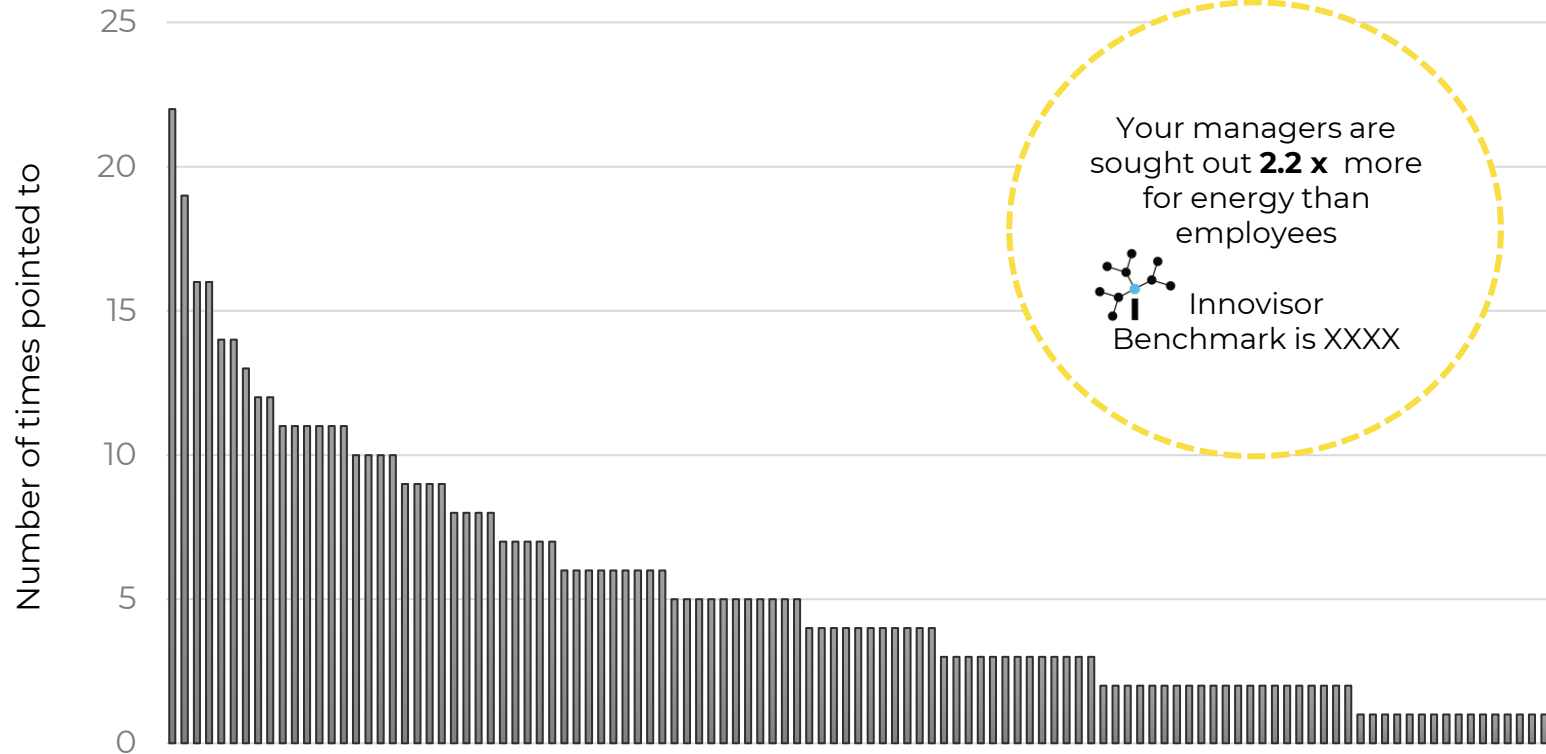
		Austin	Dallas	Detroit	Eugene	Miami	Tulsa
ENERGY FROM <i>LOCATION</i>	Austin	89%	4%	1%		5%	1%
	Dallas	7%	85%	2%	5%	1%	
	Detroit	26%	15%	39%	4%	15%	
	Eugene		63%		37%		
	Miami	5%	1%	3%		91%	
	Tulsa	15%	2%	4%			79%
<i>Share</i>		31%	21%	7%	5%	29%	8%



The **matrix** shows how collaboration flows within your team. The table is read from row to column.

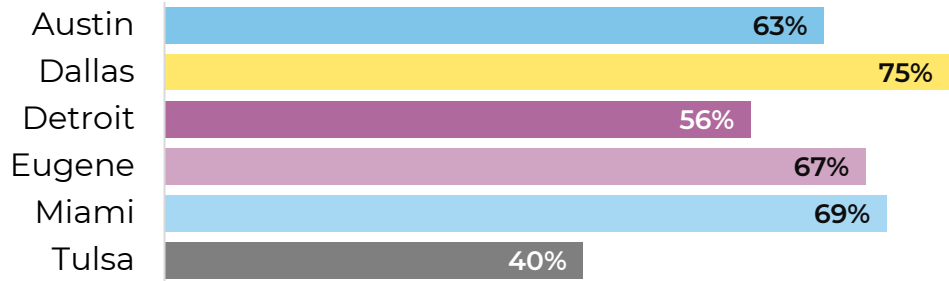


How is energy concentrated?

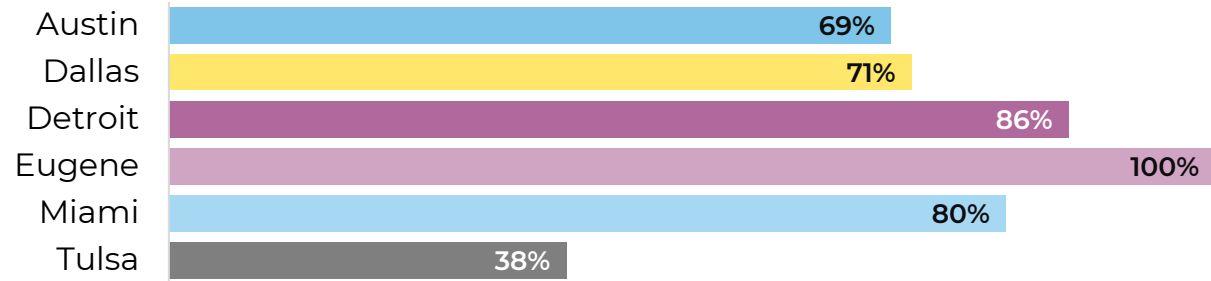


The **chart** illustrates the concentration of collaboration. Each line represents a person. The length of the lines shows how many times they have been pointed to by others.

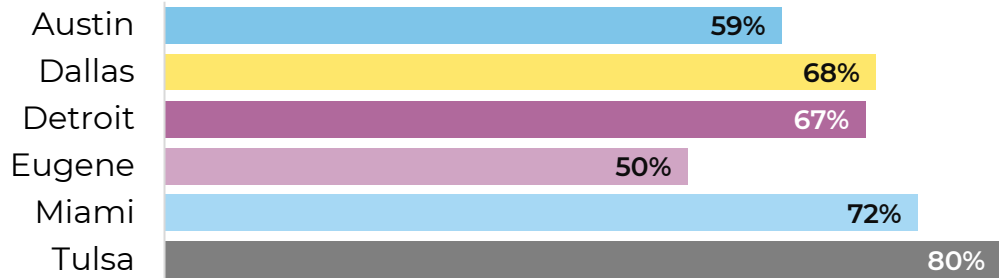
WORK-LIFE BALANCE: *I am able to maintain a healthy balance between my work and personal life*



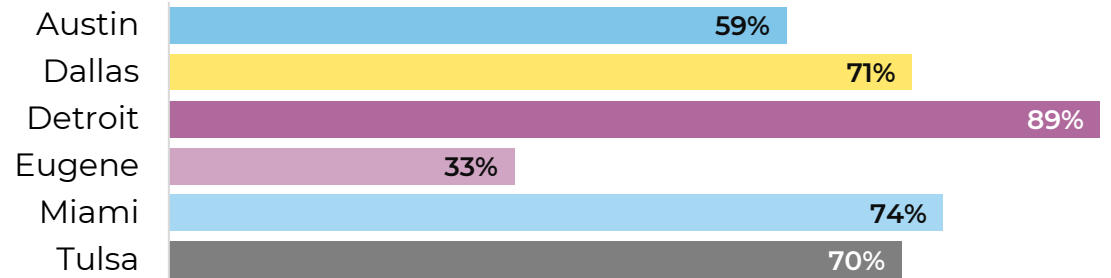
SOCIAL INCLUSION: *I feel valued by my team*



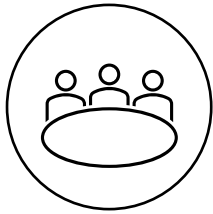
COGNITIVE WELL-BEING: *I am intellectually stimulated by my job*



EMPOWERMENT: *I have the freedom I need to decide how to get my work done*



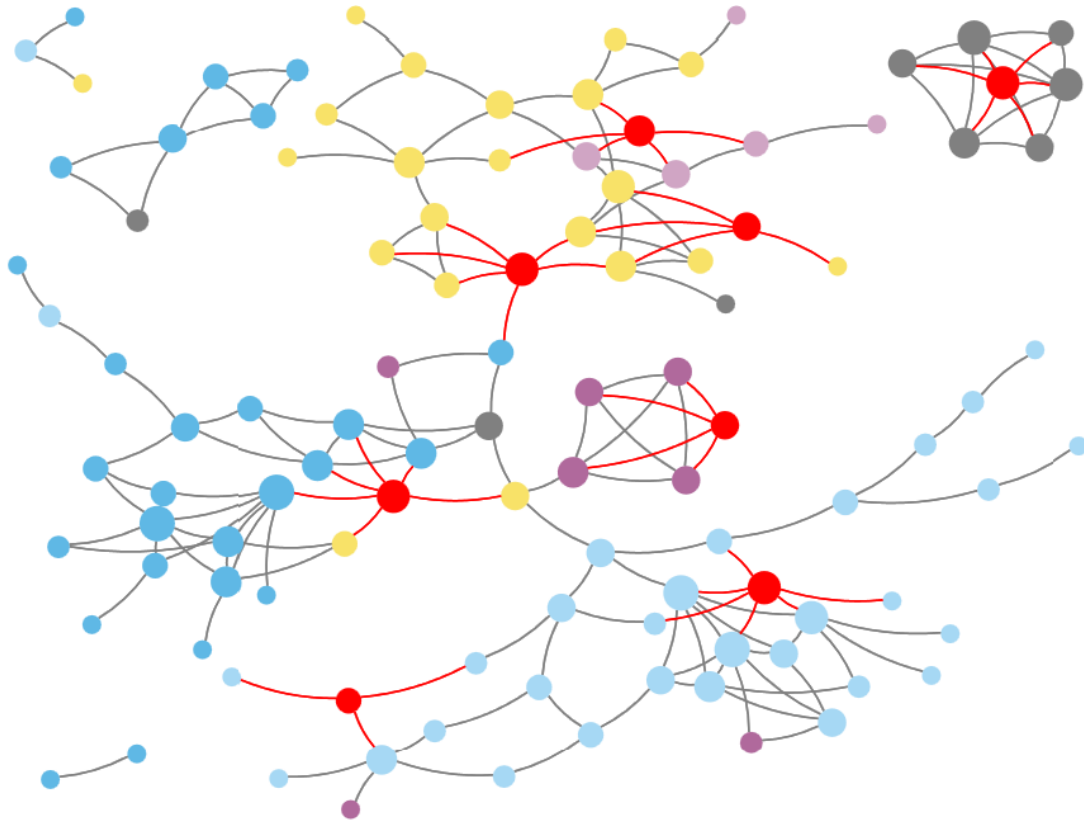
% that **Agreed** or **Strongly agreed** with the statements



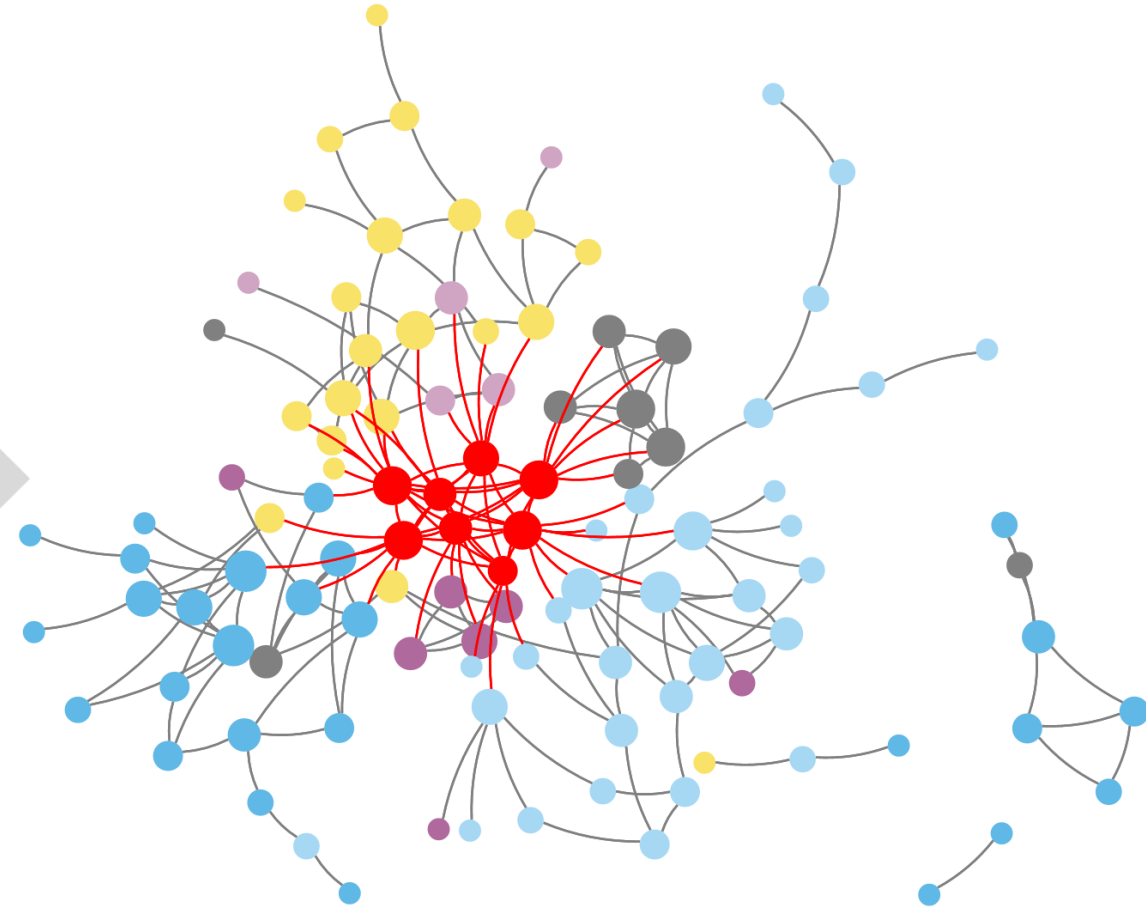
Agility improves by
36.2%
when you connect the
8 connectors

NAME	LOCATION
Person 1	Austin
Person 2	Dallas
Person 3	Dallas
Person 4	Detroit
Person 5	Dallas
Person 6	Miami
Person 7	Miami
Person 8	Tulsa

Current Collaboration Network



Simulated Collaboration Network



*Agility improves by **36.2%**
when you connect the 8 connectors*



Innovisor is the recognized boutique advisory within organizational network analysis. It delivers its organizational diagnostics products and services to clients across the world. It documented and coined the “Three Percent Rule” for identification of influencers inside organizations.

The clients of Innovisor come in all sizes and from all industries. The one thing they have in common is that they share our belief: if you listen to your people, trust and engage them, there are no limits to what you can achieve as an organization.

Innovisor is committed to the SDGs. Its operations are closely aligned with the two SDG goals to which it can contribute with the greatest impact – no. 4 and 5 – Quality Education and Gender Equality.



INNOVISOR is organized into two geographic areas: North America and Europe

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In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office

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