# **NeuroTeamView**



#### What is NeuroTeamView?

NeuroTeamView is a suite of neuroscience based team development diagnostic assessments and reports to enhance overall team effectiveness. It enables you to design effective team solutions for your clients, while providing the reassurance of a model based on the latest team research and neuroscience..

The Science Behind NeuroTeamView

High Trust + Emotional Intelligence = A High Performance Team High performance teams have less to do with who is in a team and more to do with how team members interact with one another. Recent research has uncovered two important characteristics of individual team members that translate to effective teams:

- 1. High-performance teams are high-trust teams
- 2. High-performance teams are emotionally aware

NeuroTeamView focuses on these two concepts to generate a rich picture of overall team effectiveness and provide a platform for the creation of a high impact team development solution.

# **The Assessment and Report**

The NeuroTeamView assessment consists of two trust related factors:

# 1. PILLARS OF TRUST

Part 1 measures four essential pillars of trust associated with high performing teams. Team members rate themselves and their fellow team members on each of the Pillars in this short section consisting of 12 questions.

#### 2. EMOTIONAL AWARENESS

Part 2 paints a picture of the overall emotional awareness of the team by asking team members to identify core emotions from a set of faces. Research has found this to be one of the best predictors of actual team performance (Woolley et al., (2015).

By assessing these two factors you have a powerful diagnostic tool at your disposal, leaving you to design an effective and unique workshop for the teams you work with.

CAPABLE - Your team believes you have the appropriate knowledge and skills

**CARING** - Your team believes you are on their side

**CANDID** - Your team believes you will act with honesty and integrity

**CONSISTENT** - Your team believes you will act in predictable and reliable manner



- We provide the assessment and reports, and train you in the TeamTrustView methodology and output
- You have the freedom to design your team program in the way that makes most sense for your clients
- We provide a suite of facilitator materials and support as and when you need it
- You have access to a reliable and easy to use tool and platform that won't let you down
- The results are directly relatable to the teams you work with.

# How do I start using NeuroTeamView?

Sign up to accreditation programs, to equip yourself with everything you need to design program for your clients.

#### **Session 1:**

#### The Science of High Trust/High Performing Teams

- Trust in the Workplace
- The Neurobiology of Trust
- The Science of High Trust/High Performance Teams
- The Development Structure of the TeamTrustView Assessment

#### Session 2:

# Interpreting and Using NeuroTeamView and Team Reports for Team Building

- Debriefing the Individual Team MemberNeuroTeamView report
- Using the Team Reports for your Team Building Program
- Resources: Team Building Exercises

#### **Reports**

NeuroTeamView produces a series of mini team reports to underpin your team development workshop as well as a unique individual team member report:

- 4 Pillars of Trust Report and Behaviors Report
  - Summary of the team's aggregated self and team members' scores on each of the 4 Pillars of Trust and their underpinning behaviors
- Team Emotional Awareness Report -

Plotting of the overall team's score on the TeamTrustView Emotional Awareness Assessment

• Team Effectiveness Report

Plotting of the average score on the team Emotional Awareness Assessment versus average score on the Pillars of Trust Survey to generate an overall picture of team effectiveness

NeuroTeamView Individual Report

Summary of the individual team member's scores on the 4 Pillars of Trust as rated by themselves and their fellow team members and on the Emotional Awareness Assessment.

#### ABOUT THE AUTHORS



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**Kenneth M. Nowack, PhD**is a licensed psychologist and president and chief research officer of Envisia Learning.

Ken is the author of Neuro Team Viewand has more than 30 years' experience in the development and validation of HR systems, assessment tools, organizational climate surveys and questionnaires.

Ken is also a member of the Consortium for Research on Emotional Intelligence in Organizations. He received his B.S. and M.S. degrees in Educational Psychology at the University of California, Davis, and his Ph.D. in Counseling Psychology from the University of California, Los Angeles where he is a lecturer at the Anderson School of Management.



For more information about *Persona* GLOBAL®, Inc.'s metrics and methodologies, please contact **info@personaglobal.com** or visit **www.personaglobal.com** 



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