



## The Team Working Orientation Inventory

The TWO is an inventory based on 5 elements recognised as key attributes in high performing teams. Each of these attributes has 2 sub-scales.

The purpose of the inventory is to enable team members to quickly and reliably identify important strengths and weaknesses in the way their team operates – their team work orientation. This allows team member to focus on interventions and remedies which either consolidate strengths and/or attend to weaknesses. Core elements and subscales are:

Core Scale/Element	Sub Scale
<b><i>Common Goals and Objectives.</i></b>	Goals and objectives are clear and current.
	Goals and objectives drive the team's efforts.
<b><i>Effective Communications.</i></b>	Team members share information.
	Team members listen to one another
<b><i>Continuous Improvement</i></b>	The team deals with problems.
	The team strives to improve.
<b><i>Working Together</i></b>	Team members support one other.
	Team members manage differences.
<b><i>Engaging with Success.</i></b>	The team aims for success.
	Team member recognise and celebrate success

Doug Strycharczyk has, over nearly 25 years developed a model which describes the key components of high-performance team working. The more competent that a team is in each area, the better its team performance and behaviour. This development has been supported by leading academics including Professor Peter Clough

### How does it work?

The core questionnaire has 50 relevant items. 5 for each subscale. Each item represents a different facet of that subscale. The online questionnaire is issued to all team members who complete the questionnaire using a 1-5 response scale. When ready the software platform calculates average scores for:

- |                                 |                 |
|---------------------------------|-----------------|
| • Overall team work orientation | • Each scale    |
| • Each item                     | • Each subscale |

### Reporting

The reports show:

- Average scores for each scale and sub-scale. This enables users to quickly identify where there might be strengths (high scores) and weaknesses (low scores)
- For each scale, it identifies the 3 highest and 3 lowest scoring items. These often indicate where the team should focus its attention.

The reports come in the form of a workbook which guides the team members in problem solving activity.

### Features and Benefits

The Team Work orientation Inventory is a 50 item questionnaire which should take 12-15 minutes to complete. It is:

- **Extremely easy to use.** The questionnaire uses a 5 point Likert scale to capture responses. The test is available in on-line format.
- **Accessible.** Language in the reports is such that the reports can be read and understood by those who are not trained psychologists.
- **Quick.** When the development of the Inventory is complete, test results will be processed immediately online and expert reports are available within seconds of test completion.
- **Cost effective:** The pricing structure will be designed to enable users to be comfortable about frequent use of the measure.

