



Team Emotional Intelligence Survey™

Team Emotional Intelligence Survey™

The Team Emotional Intelligence Survey is a tool designed to assess the frequency with which a team exhibits emotionally intelligent team norms.

Steven B. Wolff, D.B.A. and Vanessa Urch Druskat, Ph.D. developed the survey in 1999. It is based on over 20 years of research on team effectiveness and emotional intelligence. Since its development, it has been used in numerous studies that have demonstrated a strong positive link between Team EI norms and team performance.

The Survey provides a team feedback on 9 Team Emotional Intelligence norms as well as 3 foundational norms as well as 4 social capital outputs of the team. The Team Emotional Intelligence Survey one of the most rigorous and tested instruments on the market today.

Key Benefits

The Team Emotional Intelligence Survey™ helps answer the question: *What differentiates high performing teams from good or mediocre teams?* Some advantages and benefits of using the Team Emotional Intelligence Survey™ with your team include:

- ✓ Rigorous underlying research and testing in a wide variety of teams and organizational contexts
- ✓ Focus on norms (i.e. the collective team habits that drive team culture)
- ✓ Clear diagnosis of what is holding your team back from going from “good to great”
- ✓ Provides 30+ pages of reporting that reveals a wealth of opportunities for improving team effectiveness
- ✓ Includes extensive quantitative reporting as well as qualitative open-ended response feedback

A Team Coaching Product Offered By:
The Team Coaching Zone, LLC.



Team Emotional Intelligence Framework

3 Levels	6 Dimensions	9 Norms		3 Fundamental Team Processes
Individual	Understanding members	1. Interpersonal Understanding	Team Fundamentals	Goals & Objectives
	Managing members	2. Addressing Counterproductive Behavior		Meeting Procedures
		3. Caring Behavior		Roles & Responsibilities
Team	Team self-understanding	4. Team Self-Evaluation	Social Capital	4 Elements of Team Social Capital
		5. Creating Emotion Resources		Safety, Trust & Risk Taking
	Team self-management	6. Creating an Affirmative Environment		Team Identity
		7. Proactive Problem-Solving		Innovation
External	Understanding the larger organization	8. Organizational Understanding	Creating Debate	
	Managing the larger organization	9. Building External Relations		

The Team Emotional Intelligence™ Framework consists of 9 Team Emotional Intelligence Norms organized into 3 groupings: 1) Individual, 2) Team and 3) and 6 Dimensions. Teams that score high on these 9 norms tend to outperform good and mediocre teams. In addition to the 9 Team Emotional Intelligence Norms, the survey as provides reporting on 3 Team Fundamentals as well as 4 Social Capital outputs that are indicators of high performing teams. The framework and resulting survey provide team leaders, team members and team coaches with a powerful intervention framework and that helps to de-mystify what leads to exceptional teams.



Help Your Team Go From Good to Great Today with the Team Emotional Intelligence Survey™!

For More Information Contact:

- Krister Lowe, PhD, CPCC, Leadership & Team Coach
- krister@teamcoachingzone.com
- +1.917.664.0640
- www.teamcoachingzone.com

**TEAM EMOTIONAL INTELLIGENCE
SURVEY REPORT**