

## The Extraordinary Teams Indicator

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The Extraordinary Teams Inventory (ETI) is a positively-focused, online team assessment and group report that can energize your team, leading to great results! When people recall their highpoint experiences in teams (as opposed to the dysfunctional teams they've been part of), they wish more of what was in those experiences could be in their current team setting.

The ETI results facilitate discussions of what your team excels at and supports decisions about how members work together to accomplish their goals. The ETI helps teams attain those memorable highpoint experiences while helping to get important business outcomes that come from team purpose and accountability.

The ETI is a scientifically sound, research-based tool that built on and validated the field work Bellman and Ryan presented in *Extraordinary Groups: How Ordinary Teams Achieve Amazing Results* (Wiley, 2009). The ETI allows team members to rate their teamwork experience, focusing on the Five Indicators of Extraordinary Teams:

1. Compelling Purpose
2. Embracing Difference
3. Full Engagement
4. Strengthened Relationships
5. Profound Learning



Extraordinary Teams Partners are engaged in ongoing research on the database. As an example, a major finding is the difference between individuals in ordinary teams and what's possible in extraordinary teams relative to employee engagement.



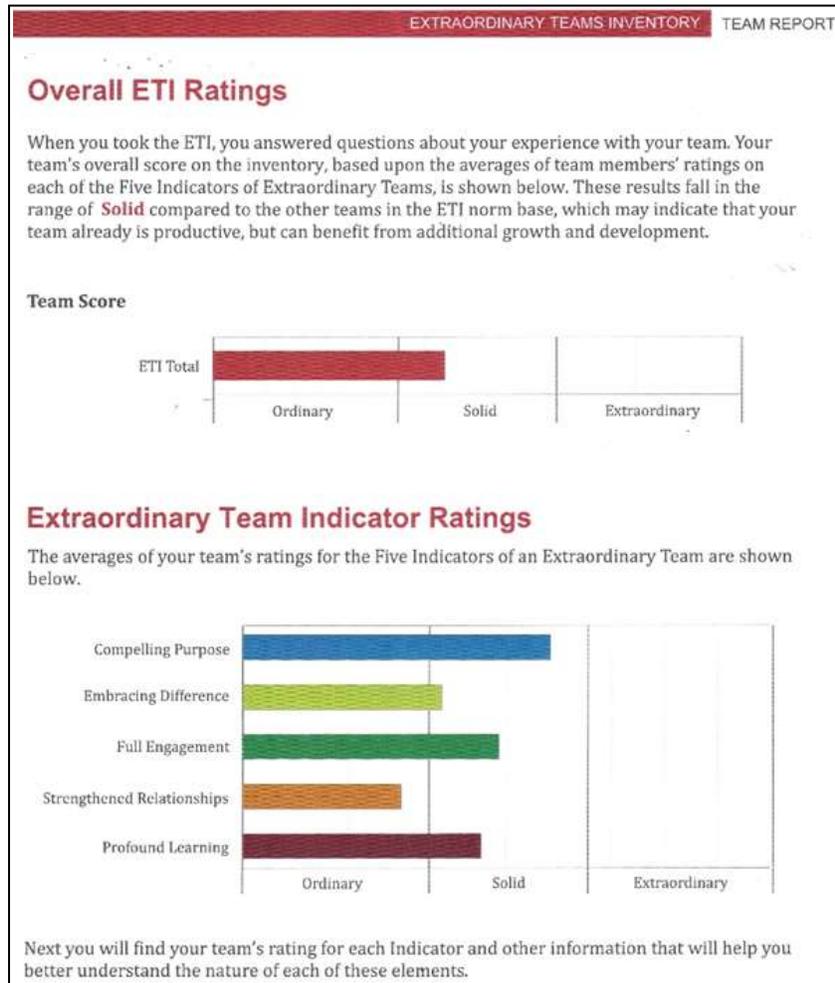
Gallup's tracking of employee engagement (2011-present) revealed a crisis in engagement - nearly 70% of U.S. workers are disengaged. Other studies of engagement report that companies with low engagement experience higher rates of absenteeism, higher turnover, lower job satisfaction, and lower customer engagement. However, on the positive side, Gallup reports that companies with high levels of employee engagement outperform others by 147% in earnings per share!

The ETI measures a different level of engagement not focusing on individuals but on the team as the unit of measure. In our continued research with the ETI and new research questions, we're finding that at the team-level, accountability and engagement are inextricably linked. Rather than the negatively-focused notions of individual accountability (like micro-management, blame, and frustration, or at worst, an image of someone looking over your shoulder), the ETI measures another framing, one of supporting team members in achieving their outcomes as a team. Shared leadership and joint responsibility for outcomes are much higher in teams that score higher on the ETI Full Engagement indicator.

Essential elements, like Full Engagement, help teams achieve and even surpass their desired tangible results and, at the same time, help members have peak personal experiences. Once your team members take the ETI, the results allow your team to compare its behavior to what happens in extraordinary teams, as well as where they rank on extraordinariness relative to the norm base. Teams use the ETI feedback to better understand the dynamics related to their performance and determine whether or not they want to take action to move toward extraordinary performance. For teams that decide to take such action, they can retake the ETI to measure team progress over time.

The combined results of the 25-item inventory produces a full-color Team Profile, which is delivered directly to the facilitator/administrator when complete. The team assessment takes approximately 15 minutes to complete; factor in additional time for interpretation and group discussion of the team report.

The following page (page 4 of 10) from the ETI report summarizes the team results.



The ETI comes with additional tools for corporate trainers or facilitators to help guide team exploration of the Five Indicators and what to do to move forward from where the team is toward and into the extraordinary. Specifically, a Facilitator Guide and Participant Workbook are available. The Facilitator Guide comes with a full lesson guide, materials, and presentation slides on a thumb drive for you to tailor for your organization. The Guide also includes all of the technical information about the ETI.

The ETI and training materials may be purchased from HRDQ at:  
<https://www.hrdqstore.com/extraordinary-teams-product-home-page.html>