



## MEASURE ANY TEAM IN ANY DISCIPLINE ON ANY PROJECT

With over 90% of Fortune 500 companies utilizing teams to make business decisions, **effective teamwork is more important than ever**. Universities and colleges around the world **are integrating group projects in their course syllabi to prepare students for the workplace**. From engineering to architecture to business classes, teams play an increasing role in the instructional environment.

Designed to save instructors' time, TeamMATE® is an **easy-to-use online tool that provides immediate feedback** to monitor team dynamics and **proactively identify potential group challenges**. Each student evaluates all team members at defined points throughout the course. TeamMATE incorporates tools and resources to **help make adjustments and maximize team performance in real time**.



## TEAM EFFECTIVENESS

When it comes to team effectiveness, three areas are critical to success:

### 1) The Individual

Each team member brings his or her own unique personality, skills, knowledge, and experience to contribute to the team's success. Every member must communicate in a clear, concise way and take the actions required to play their part.

### 2) The Team

The composition of the team and the interdependence among students are crucial. Integrating ideas within the constraints of the team to make collective decisions and share responsibilities can mean the difference between success and failure.

### 3) The Environment

Shortened timelines, a change in direction or additional deliverables that require the team to be flexible and evolve quickly can produce stressful situations. How well it adapts to those external forces can have a tremendous impact on the team's achievements.



# TEAMS WORK TOGETHER ADAPTIVELY, INTERDEPENDENTLY, AND DYNAMICALLY TOWARD A COMMON GOAL.

## KEYS TO SUCCESS

TeamMATE® is based on decades of research into team effectiveness and has been validated on hundreds of teams through thousands of assessments. Team performance is benchmarked against these universal success factors:

### SUCCESS FACTORS

#### *Individual*

##### **Preparation**

Analyzing requirements and planning activities that enable performance

##### **Execution**

Collaborating and accomplishing team tasks

##### **Monitor**

Assessing and evaluating ongoing performance

##### **Adjustment**

Adapting and generating performance improvements

#### *Team*

##### **Cooperation**

Exchanging high-quality information among team members

##### **Coordination**

Integrating individual efforts toward team goals

##### **Cohesion**

Sharing commitment and affinity toward the team

##### **Confidence**

Believing that the team has the capability to perform successfully

##### **Conflict**

Managing disagreement and friction among team members

## ASSESSMENTS FROM ALL VANTAGE POINTS

An essential component of successful team building is receiving feedback from multiple perspectives. TeamMATE® allows each student to review every other team member and to evaluate the team collectively.

Based on these assessments, star performers as well as students who aren't pulling their weight are easily identified. Participants are free to provide candid feedback, as evaluations are anonymous unless instructors decide otherwise.

### Separate Assessments that Facilitate Learning and Evaluation:

#### 1) *Team Assessments for Development*

TeamMATE appraises nine key dimensions of teamwork to develop and improve teamwork skills. All students evaluate their team as a whole, including how well the team members collaborate with one another and how effectively they execute the team's plan of action.

#### 2) *Peer Assessments for Grading*

Each student assesses his or her own specific strengths and weaknesses, as well as those of every individual within the team by completing 12 questions. Three factors capture individual-level accountability, quantity of work, and quality of contributions to the team's performance.

## EFFECTIVE TEAMWORK STARTS WITH AN INDIVIDUAL BUT ENDS WITH TEAM-LEVEL CONSEQUENCES.

### EVALUATE PERFORMANCE ON YOUR SCHEDULE

With TeamMATE, you have the flexibility to evaluate teams periodically throughout the project. Online evaluations provide immediate feedback in an easy-to-understand, interactive format. You can quickly identify specific teamwork competencies, opportunities for improvement, and diagnose individual behaviors and overall group functionality.



# TEAMMATE®

TeamMATE® is an **easy-to-use online tool that quantifies the skills of effective teamwork**. You can administer a series of assessments to capture feedback at both the individual and team levels. This feedback will help you **maximize team effectiveness** in the academic setting.

**Peer assessments evaluate each participant's performance** and are suitable for grading. **Team assessments offer developmental opportunities** and feedback to help students identify their teamwork **strengths and weaknesses**.

**Interactive graphs and sortable tables** provide high-level overall feedback and give you a more detailed look into individual and team performance. Additional resources are also provided, including **videos and a teamwork toolkit for self-directed learning**.

TeamMATE is included with Capstone® and Foundation® business simulations. The standalone version, however, incorporates **both individual and team evaluations in one place. It works in any course where students work in teams.** It is flexible to fit your needs and can be purchased by individual students or through a site license collectively as a class, department or college.

