

1. What is the Team Pulse Program?

Please view this brief [Team Pulse HERE](#)

The HPT Team Pulse is a brief (10 second) confidential survey that is emailed to HPT Team Pulse participants every Thursday morning. At the end of each month, a 'Team Pulse' scorecard is sent back to the team to drive conversations on boosting team wellbeing. The HPT Team Pulse uses 4 simple questions to assess each of the 4 indicators of Team Health (aka Collective Team Efficacy - CTE).

CTE 4 Factors	
	Achievement & Satisfaction
	Performance Feedback
	Sharing & Peer Support
	Affective States

2. How do Pulse Surveys Work?

Completing the HPT Team Pulse Survey is easy!

- Every Thursday at 7am** HPT Team Pulse will send your individual Pulse Survey to your nominated email address (please add to your address book to ensure that you always receive your HPT Pulse Survey emails).
- Once you receive your email, click on the "Click here to answer the survey now" link. Open your link on a mobile device, otherwise use **Google Chrome or Mozilla Firefox** web browser if you have any difficulties accessing your individual HPT Team Pulse survey via your desktop.
- To answer the survey read each item and click the sliders to record your rating. It's best **not to overthink your rating** but rather go with your '**gut feel**'. Once you've finished click the "submit" button at the lower left of the screen.

1. Job Satisfaction

Your level of achievement and satisfaction at work in the past week.

0% Very Low 25% Low 50% Moderate 75% High 100% Very High

2. Performance Feedback

Regularly giving and receiving feedback with co-workers in the past week.

0% Very Low 25% Low 50% Moderate 75% High 100% Very High

3. Peer Support

Communicating effectively and openly sharing with co-workers in the past week.

0% Very Low 25% Low 50% Moderate 75% High 100% Very High

4. Work/Life & Wellbeing

Your level of satisfaction with your work/life and wellbeing in the past week..

0% Very Low 25% Low 50% Moderate 75% High 100% Very High

3. Team Scorecards: What, When & How?

- At the end of the month your team's HPT Team Pulse Scorecard will be sent to all team members which shows your team averages for the month (individual pulse data remains confidential).
- A short (8-10min) Team Debrief Conversation is then scheduled at your next team meeting to develop positive actions to maximise Team Health for the month ahead. The team debrief protocol is described in more detail [HERE](#).

Table 1: Your Current Pulse Results

HPT Team Health Scorecard
How are we going as a team?

HPT 4-Step (Steps)	CTE Domains (Outputs)	Pulse Question	Feedback	Current	Example Improvement Strategies	Team Resources	Discussion Notes & Actions
1. Job Satisfaction	Achievement & Satisfaction	Your level of achievement and satisfaction at work.	72.44%	78.60%	How often do you think you have met your goals? (0-100%)	AL, BL, CL, DL, EL, FL, GL, HL, IL, JL, KL, LL, PL, QL, RL, SL, TL, UL, VL, WL, XL, YL, ZL	
2. Performance Feedback	Performance Feedback	Regularly giving and receiving feedback with co-workers in the past week.	78.36%	78.80%	How often do you think you have met your goals? (0-100%)	AL, BL, CL, DL, EL, FL, GL, HL, IL, JL, KL, LL, PL, QL, RL, SL, TL, UL, VL, WL, XL, YL, ZL	
3. Peer Support	Sharing & Peer Support	Communicating effectively and openly sharing with co-workers in the past week.	80.50%	78.80%	How often do you think you have met your goals? (0-100%)	AL, BL, CL, DL, EL, FL, GL, HL, IL, JL, KL, LL, PL, QL, RL, SL, TL, UL, VL, WL, XL, YL, ZL	
4. Work/Life & Wellbeing	Affective States	Your level of satisfaction with your work/life and wellbeing in the past week.	54.11%	80.40%	How often do you think you have met your goals? (0-100%)	AL, BL, CL, DL, EL, FL, GL, HL, IL, JL, KL, LL, PL, QL, RL, SL, TL, UL, VL, WL, XL, YL, ZL	
Collective Team Efficacy Score			71.30%	78.40%			

*Combined average of 0-24% 25-49% 50-74% 75-100%

*Response Rate Satisfactory (Y/N): Y

4. Taking Action: 10min Team Boosters!

When it comes to taking action to boost Team Wellbeing we highlight several 10min Team Boosters in your Team Scorecard linked to your lowest Team Health indicator. We've developed over 24 x 10min Team Boosters suitable for all teams across all areas of Team Health so they can take action quickly and easily. Download the guidebook [HERE](#) or watch the quick-start videos on YouTube!

eBOOK DOWNLOAD
[hptschools.com/teamboosters](https://schools.com/teamboosters)

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Quick
10 min
Team
Boosters

VOLUME 1 & 2

For High Performance Teams

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