



Team Pulse












Review & Actions



Team:

Month:

Participants:

HPT KPIs	Collective Team Efficacy	Pulse Question	Previous	Current	Example Improvement Strategies	Discussion Notes & Actions
 KPI 1: Vision & Action	 Mastery Experience (Job Satisfaction)	Job Satisfaction: Your level of achievement and satisfaction at work			Clear KPIs in role descriptions of team charters. Regular review of team purpose and 12-month vision, goals and action plan. Aligning team activity cycle to maximise the effectiveness of team meetings and targeted professional development.	
 KPI 2: Performance Reporting	 Social Persuasion (Performance Feedback)	Performance Feedback: Regularly giving and receiving feedback with members of your team			Use of data walls to track progress. Team meetings using effective protocols to provide support, proactively address hot issues and progress strategic inquiry and improvement. Timely and beneficial cycles of observation and feedback.	
 KPI 3: Leveraging Diversity	 Vicarious Experience (Peer Support)	Peer Support: Communicating effectively and openly sharing with members of your team			Effective team communication, sharing and peer mentoring. Team profiling to understand risks of personality clashes, clear above and below the line behaviour charts and protocols for difficult conversations among peers.	
 KPI 4: Work/Life & Wellbeing	 Affective States (Work/Life & Wellbeing)	Work/Life & Wellbeing: Your level of satisfaction with your work/life and wellbeing			Weekly Team Pulse and monthly scorecard discussion and wellbeing goal setting. Regular short team building activities, use of ice breakers in meetings, training and awareness on work/life strategy and resilience.	
Collective Team Efficacy: Total Score					*Combined average of all team scores  0-54%  55-74%  75-100%	