

# Team Pulse

## Debrief Protocol (8min)



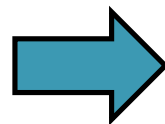
Table 1: Your Current Pulse Results

<div> </div> <div> <b>HPT Team Health Scorecard</b>  <i>How are we going as a team?</i> </div> <div> </div>							
HPT 4 KPIs (Inputs)	CTE Domains (Outputs)	Pulse Question	Previous*	Current*	Example Improvement Strategies	Team Boosters	Discussion Notes & Actions
 KPI 1: Vision & Action	 Mastery Experience (Job Satisfaction)	Your level of achievement and satisfaction at work.	72.44%	78.60%	Clear KPIs for role clarity in team chart. Regular review of purpose, vision & goals in action plan. Aligning activity cycle to maximise benefits of team meetings & professional development.	#1, #2, #3 #13, #14, #15	
 KPI 2: Performance Reporting	 Social Persuasion (Feedback)	Regularly giving and receiving feedback with members of your team.	78.26%	76.80%	Use of data wall huddles to track progress. Using effective protocols in team meetings to address hot issues and progress strategic inquiry. Timely cycles of observation and feedback.	#4, #5, #6, #16, #17, #18	
 KPI 3: Leveraging Diversity	 Vicarious Experience (Peer Support)	Communicating effectively and openly sharing with members of your team.	80.59%	78.00%	Effective team communication, sharing and peer mentoring. Understanding conflicting personality types, above and below the line behaviour charts and protocols for difficult conversations.	#7, #8, #9, #19, #20, #21	
 KPI 4: Work/Life & Wellbeing	 Affective States (Work/Life & Wellbeing)	Your level of satisfaction with your work/life and wellbeing.	54.11%	80.40%	Regular buddy check-ins. Weekly team pulse with monthly scorecard and goal setting. Regular team building, use of ice breakers in meetings. Increased awareness of work/life needs.	#10, #11, #12, #22, #23, #24	
<b>Collective Team Efficacy Score</b>			71.35%	78.45%	*Combined average of all team scores <span style="color: red;">■</span> 0-24% <span style="color: orange;">■</span> 25-49% <span style="color: yellow;">■</span> 50-74% <span style="color: green;">■</span> 75-100%		
<b>*Response Rate Satisfactory (Y/N):</b>							<input checked="" type="checkbox"/> Y

### STEP 1

## REVIEW

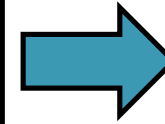
Identify Top Priority Area From Scorecard



### STEP 2

## DISCUSS

Positive Actions/  
Team Boosters  
(Pairs 3min)



### STEP 3

## COMMIT

Share Ideas, Decide &  
Plan Next Steps  
(All 5min)