STEP 1: Ask all team members to rate where they think the team is currently on each axis

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| ELEMENT | DEFINITION | SCORING  (10 = agree completely,  0 = disagree completely) |
| **Robust**  Solid intention with agility | We know and share our purpose , we have clear goals that align with this and are proactive when obstacles arise | 0 10 |
| **Resourceful**  Optimising resources and processes | We use our individual team member’s strengths and resources to build a culture of continuous improvement | 0 10 |
| **Perseverance**  Persisting despite setbacks | We regroup when set-backs occur and generate solutions. Everyone contributes to the energy required | 0 10 |
| **Self-care**  Ensuring sustainable performance | We each take personal accountability for our self-care. We support each other fully in a pre-agreed fashion | 0 10 |
| **Capability**  Delivering in a changing landscape | We seek regular feedback from each other (e.g. by mentoring or peer review)and build on what’s working well | 0 10 |
| **Connected**  Having a sense of belonging | We care about each other and each have a sense that we are valued as a person. We co-operate with and support one another | 0 10 |
| **Alignment**  Sharing motivation for success | We maintain good levels of energy and persevere towards our goals. We notice and acknowledge progress and celebrate success | 0 10 |

* **Robust** – the team has a solid intention with agility
* **Resourceful** – the team optimises resources and processes
* **Perseverance** – the team persists despite setbacks
* **Self-care** – the team ensures sustainable performance
* **Capability** – the team delivers in a changing landscape
* **Connected** – all members of the team have a sense of belonging
* **Alignment** – the team shares motivation for success

STEP 2: Collate all results into an organisational spider diagram and review this with team

STEP 3: Agree with team a preferred rating on each axis

STEP 4: Develop a strategy with the team to enable movement from current to preferred state. What would need to change and how?