



FIVE TIPS

To Drive Team Performance using Analytics

1 Define Individual Strengths and Map to Team Metrics

Obtain insight into each individual's preferred work styles and behavioral strengths. Then, employ a job analytic tool to identify the critical behavioral requirements of each role. Collected in tandem, this data will provide a clearer gap analysis (if any) between the behavioral strengths of your team and the requirements of their roles.

2 Create a Dashboard View

Use a group diagnostic tool to aggregate the individual data to form a comprehensive picture of the team's behavioral tendencies. This enables you to address performance drivers more effectively at three levels: What is each individual bringing to the group? What is the group culture? And, how does this compare with individual personalities, the role requirements, other teams, and the organization as a whole? Incorporate additional data points like skill assessment results and job performance metrics (e.g. sales ratios, etc.).

3 Prioritize Performance Goals

Avoid analytics overload by determining which data sets are most relevant to your business challenges or project goals and prioritize your analyses accordingly: Is your team plagued by interpersonal conflict? Why is one team outperforming another? Is poor job fit contributing to poor employee/group performance?

4 Conduct Targeted Analysis

Pinpoint the similarities and differences that impact individual, team and organizational performance. Based on your priority list (from step 3), compare data points in a variety of ways to obtain an objective understanding of every combination of individuals, teams and departments.

5 Create a Plan and Execute

Build 3-6 month coaching plans for individuals and teams to close the identified behavioral gaps and create opportunities for employees to develop strengths and work on weaknesses for personal and collective success.



For more information about demystifying team dynamics with group analytics, read our [eBook](#).