

| <u>QUESTIONS</u>                                                                                                       | <u>Attribute</u>       |
|------------------------------------------------------------------------------------------------------------------------|------------------------|
| #26 I am allowed to use my unique personal skills and abilities for the benefit of the team                            | <b>Cohesiveness</b>    |
| #22 I enjoy being in the company of the other members of the team                                                      | <b>Cohesiveness</b>    |
| #29 All individuals on this team feel free to suggest ways to improve how the team functions                           | <b>Cohesiveness</b>    |
| #7 The team practices tolerance flexibility and appreciation of the unique differences between team members            | <b>Cohesiveness</b>    |
| #11 In this team, members support, nurture and care for each other                                                     | <b>Cohesiveness</b>    |
| #23 This team is a personally meaningful experience for me                                                             | <b>Cohesiveness</b>    |
| #13 As a team we come up with creative solutions to problems                                                           | <b>Cohesiveness</b>    |
| #5 All team members feel free to share their ideas with the team                                                       | <b>Cohesiveness</b>    |
| #14 On the team there is more of a WE feeling than a ME feeling                                                        | <b>Cohesiveness</b>    |
| #6 All team members feel free to express their feelings with the team                                                  | <b>Cohesiveness</b>    |
| #1 Team members say what they really mean                                                                              | <b>Communication</b>   |
| #28 Information that is important for the team to have is openly shared by and with all team members                   | <b>Communication</b>   |
| #30 When team problems arise the team openly explores options to solve them                                            | <b>Communication</b>   |
| #12 The team has agreed upon clear criteria for evaluating the outcomes of the teams effort                            | <b>Communication</b>   |
| #8 The team handles conflicts in a calm caring and healing manner                                                      | <b>Communication</b>   |
| #2 Team members say what they really think                                                                             | <b>Communication</b>   |
| #10 The team openly discusses decisions that affect the work of the team before they are made.                         | <b>Communication</b>   |
| #9 Regardless of the topic communication between the people on this team is direct, truthful, respectful and positive. | <b>Communication</b>   |
| #4 All team members participate in making decisions about the work of the team                                         | <b>Communication</b>   |
| #15 There is confusion about what the work is that the team should be doing                                            | <b>Communication</b>   |
| #3 Team members talk about other team members behind their back                                                        | <b>Communication</b>   |
| #17 Roles and responsibilities of individual team members are clearly understood by all members of the team            | <b>Goals and Means</b> |
| #21 I am happy with the outcomes of the team's work so far                                                             | <b>Goals and Means</b> |
| #19 The goals of the team are clearly understood by all team members                                                   | <b>Goals and Means</b> |

|                                                                                                          |                        |
|----------------------------------------------------------------------------------------------------------|------------------------|
| #18 All team members place the accomplishments of the team ahead of their own individual accomplishments | <b>Goals and Means</b> |
| #16 There is confusion about how to accomplish the work of the team                                      | <b>Goals and Means</b> |
| #24 I have a clear understanding of what other team members expect of me as a team member                | <b>Role Clarity</b>    |
| #31 On this team the person who takes the lead differs depending on who is best suited for the task      | <b>Role Clarity</b>    |
| #25 The work I do on this team is valued by the other team members                                       | <b>Role Clarity</b>    |
| #20 All team members define the goals of the team as more important than their own personal goal         | <b>Role Clarity</b>    |
| #27 Some members of this team resist being led                                                           | <b>Role Clarity</b>    |
| INDIVIDUAL AVERAGES                                                                                      |                        |

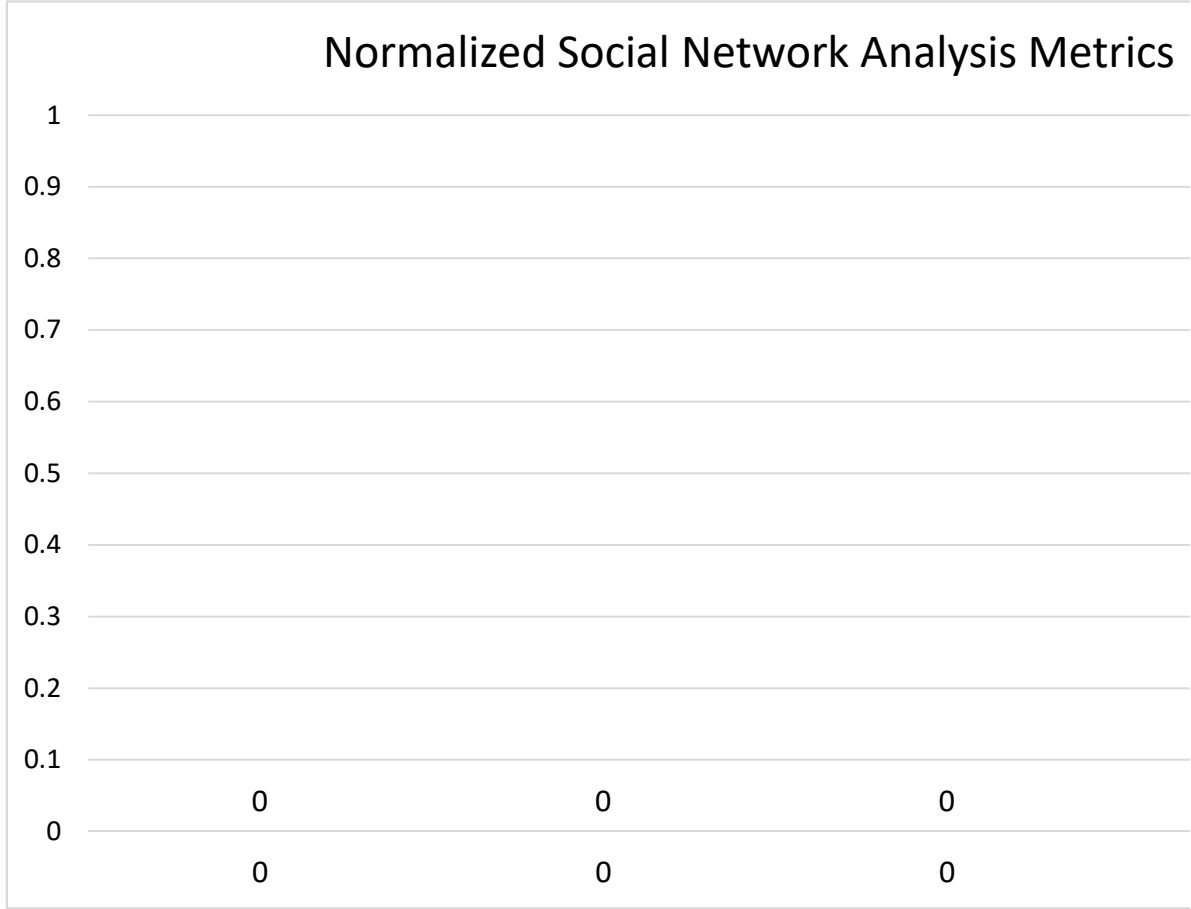
| Respondant 1-8 |   |   |   |   |   |   |   | Average | SD    | Median | Strongly Disagree | S. Disagree % | Disagree |
|----------------|---|---|---|---|---|---|---|---------|-------|--------|-------------------|---------------|----------|
| 4              | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3.125   | 0.641 | 3      | 0                 | 0             | 1        |
| 3              | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3       | 0.535 | 3      | 0                 | 0             | 1        |
| 2              | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 2.75    | 0.707 | 3      | 0                 | 0             | 3        |
| 2              | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 2.75    | 0.707 | 3      | 0                 | 0             | 3        |
| 2              | 3 | 2 | 2 | 4 | 2 | 3 | 3 | 2.625   | 0.744 | 3      | 0                 | 0             | 4        |
| 2              | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2.625   | 0.518 | 3      | 0                 | 0             | 3        |
| 2              | 2 | 3 | 2 | 4 | 2 | 3 | 2 | 2.5     | 0.756 | 2      | 0                 | 0             | 5        |
| 2              | 3 | 2 | 2 | 4 | 1 | 3 | 2 | 2.375   | 0.916 | 2      | 1                 | 12.5          | 4        |
| 2              | 1 | 2 | 2 | 4 | 2 | 2 | 2 | 2.125   | 0.835 | 2      | 1                 | 12.5          | 6        |
| 2              | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 2       | 0.535 | 2      | 1                 | 12.5          | 6        |
| 4              | 3 | 3 | 2 | 4 | 3 | 2 | 2 | 2.875   | 0.835 | 3      | 0                 | 0             | 3        |
| 3              | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 2.75    | 0.707 | 3      | 0                 | 0             | 3        |
| 2              | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 2.625   | 0.744 | 3      | 0                 | 0             | 4        |
| 3              | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2.5     | 0.535 | 3      | 0                 | 0             | 4        |
| 2              | 2 | 2 | 2 | 4 | 3 | 3 | 2 | 2.5     | 0.756 | 2      | 0                 | 0             | 5        |
| 4              | 2 | 2 | 1 | 3 | 3 | 2 | 2 | 2.375   | 0.916 | 2      | 1                 | 12.5          | 4        |
| 2              | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2.375   | 0.744 | 2      | 0                 | 0             | 6        |
| 2              | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 2.375   | 0.744 | 2      | 0                 | 0             | 6        |
| 2              | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2.25    | 0.707 | 2      | 0                 | 0             | 7        |
| 1              | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 2       | 0.756 | 2      | 2                 | 25            | 4        |
| 2              | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 2       | 0.535 | 2      | 1                 | 12.5          | 6        |
| 2              | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2.625   | 0.518 | 3      | 0                 | 0             | 3        |
| 2              | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2.625   | 0.518 | 3      | 0                 | 0             | 3        |
| 2              | 3 | 1 | 2 | 4 | 2 | 3 | 2 | 2.375   | 0.916 | 2      | 1                 | 12.5          | 4        |

|    |    |    |    |     |    |    |    |        |       |   |   |      |   |
|----|----|----|----|-----|----|----|----|--------|-------|---|---|------|---|
| 2  | 2  | 2  | 2  | 3   | 3  | 2  | 2  | 2.25   | 0.463 | 2 | 0 | 0    | 6 |
| 1  | 3  | 1  | 2  | 3   | 3  | 2  | 2  | 2.125  | 0.835 | 2 | 2 | 25   | 3 |
| 4  | 3  | 2  | 2  | 4   | 3  | 3  | 2  | 2.875  | 0.835 | 3 | 0 | 0    | 3 |
| 3  | 3  | 2  | 3  | 3   | 1  | 3  | 2  | 2.5    | 0.756 | 3 | 1 | 12.5 | 2 |
| 2  | 2  | 3  | 2  | 4   | 1  | 3  | 2  | 2.375  | 0.916 | 2 | 1 | 12.5 | 4 |
| 2  | 2  | 2  | 3  | 4   | 2  | 2  | 2  | 2.375  | 0.744 | 2 | 0 | 0    | 6 |
| 1  | 2  | 1  | 2  | 3   | 3  | 2  | 2  | 2      | 0.756 | 2 | 2 | 25   | 4 |
| 71 | 75 | 66 | 66 | 112 | 75 | 81 | 67 | 76.625 |       |   |   |      |   |

| Disagree % | Agree | Agree % | Strongly Agree | S. Agree % | Total | Attribute Average | Attribute Median |
|------------|-------|---------|----------------|------------|-------|-------------------|------------------|
| 12.5       | 5     | 62.5    | 2              | 25         | 8     | 2.59              | <b>2.6</b>       |
| 12.5       | 6     | 75      | 1              | 12.5       | 8     |                   |                  |
| 37.5       | 4     | 50      | 1              | 12.5       | 8     |                   |                  |
| 37.5       | 4     | 50      | 1              | 12.5       | 8     |                   |                  |
| 50         | 3     | 37.5    | 1              | 12.5       | 8     |                   |                  |
| 37.5       | 5     | 62.5    | 0              | 0          | 8     |                   |                  |
| 62.5       | 2     | 25      | 1              | 12.5       | 8     |                   |                  |
| 50         | 2     | 25      | 1              | 12.5       | 8     |                   |                  |
| 75         | 0     | 0       | 1              | 12.5       | 8     |                   |                  |
| 75         | 1     | 12.5    | 0              | 0          | 8     |                   |                  |
| 37.5       | 3     | 37.5    | 2              | 25         | 8     | 2.42              | <b>2.36</b>      |
| 37.5       | 4     | 50      | 1              | 12.5       | 8     |                   |                  |
| 50         | 3     | 37.5    | 1              | 12.5       | 8     |                   |                  |
| 50         | 4     | 50      | 0              | 0          | 8     |                   |                  |
| 62.5       | 2     | 25      | 1              | 12.5       | 8     |                   |                  |
| 50         | 2     | 25      | 1              | 12.5       | 8     |                   |                  |
| 75         | 1     | 12.5    | 1              | 12.5       | 8     |                   |                  |
| 75         | 1     | 12.5    | 1              | 12.5       | 8     |                   |                  |
| 87.5       | 0     | 0       | 1              | 12.5       | 8     |                   |                  |
| 50         | 2     | 25      | 0              | 0          | 8     |                   |                  |
| 75         | 1     | 12.5    | 0              | 0          | 8     |                   |                  |
| 37.5       | 5     | 62.5    | 0              | 0          | 8     | 2.40              | <b>2.4</b>       |
| 37.5       | 5     | 62.5    | 0              | 0          | 8     |                   |                  |
| 50         | 2     | 25      | 1              | 12.5       | 8     |                   |                  |

|      |   |      |   |      |   |      |            |
|------|---|------|---|------|---|------|------------|
| 75   | 2 | 25   | 0 | 0    | 8 |      |            |
| 37.5 | 3 | 37.5 | 0 | 0    | 8 |      |            |
| 37.5 | 3 | 37.5 | 2 | 25   | 8 | 2.43 | <b>2.4</b> |
| 25   | 5 | 62.5 | 0 | 0    | 8 |      |            |
| 50   | 2 | 25   | 1 | 12.5 | 8 |      |            |
| 75   | 1 | 12.5 | 1 | 12.5 | 8 |      |            |
| 50   | 2 | 25   | 0 | 0    | 8 |      |            |
|      |   |      |   |      |   |      |            |

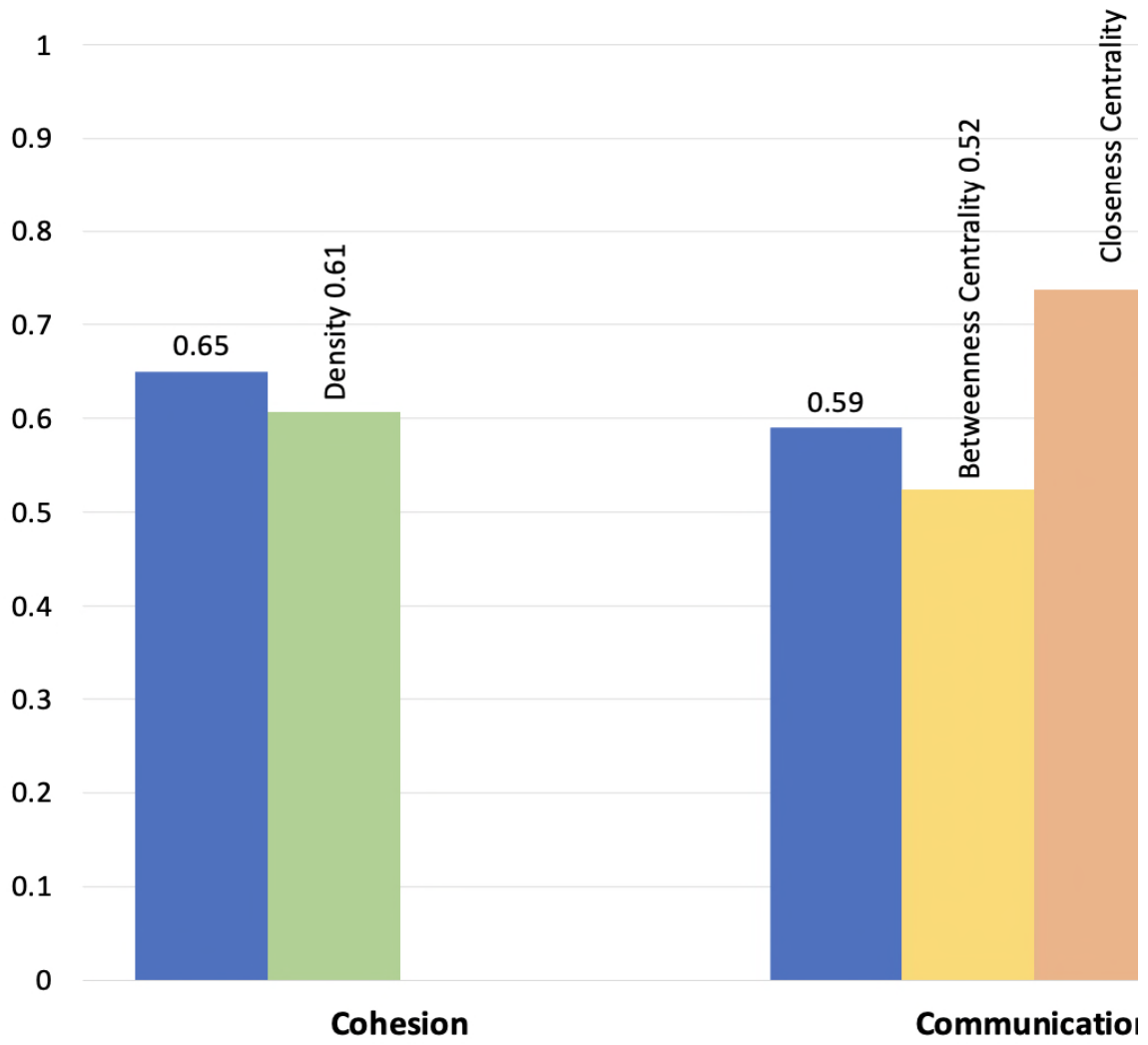
| SNA Metrics                       | Normalized Value 0,1 |
|-----------------------------------|----------------------|
| Density                           | 0.61                 |
| Betweenness Centrality            | 0.52                 |
| Closeness Centrality              | 0.74                 |
| Clustering Coefficient            | 0.71                 |
| Supervisor Betweenness Centrality | 0.03                 |
| Supervisor Closeness Centrality   | 0.7                  |



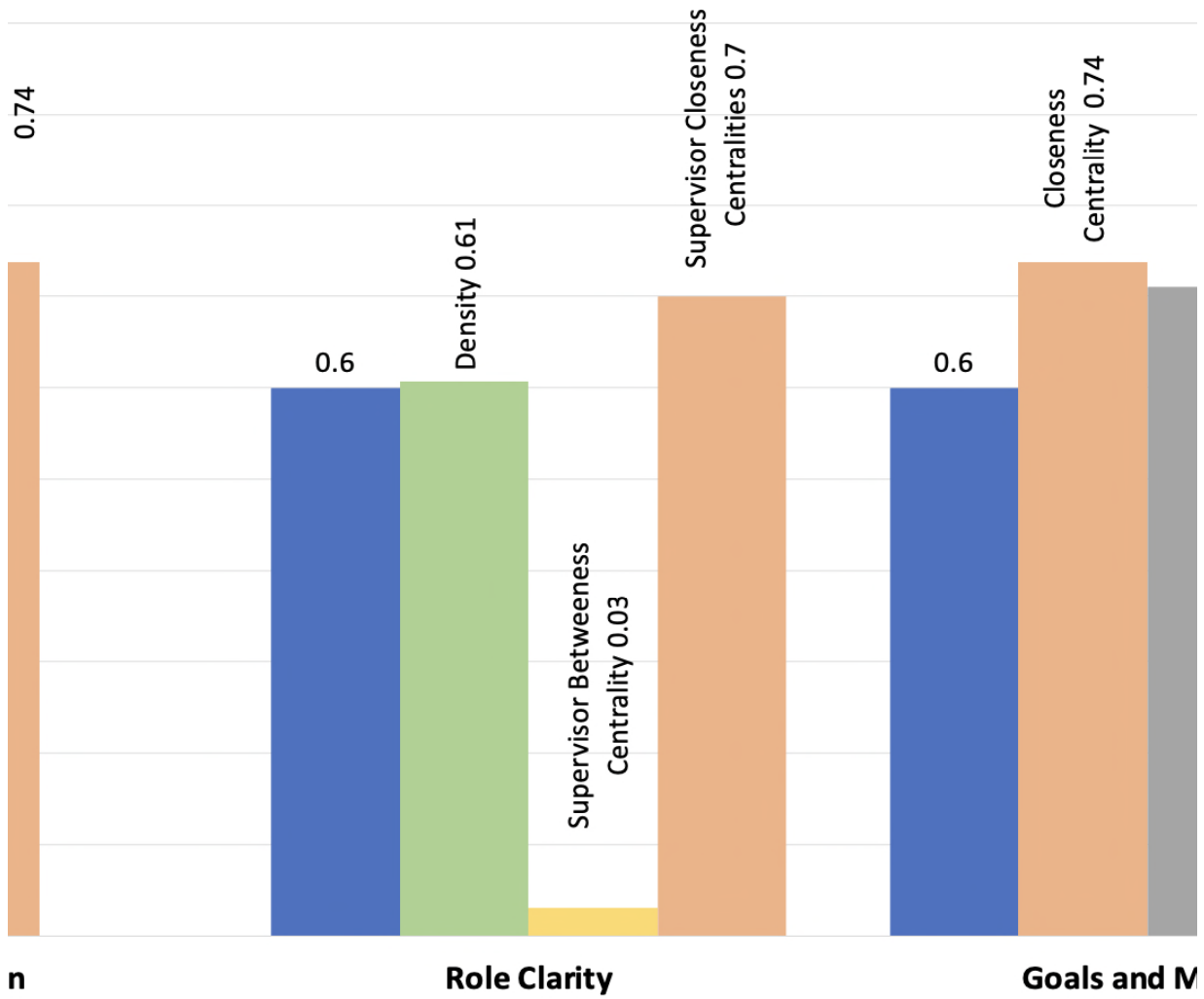




# Normalized TDM A

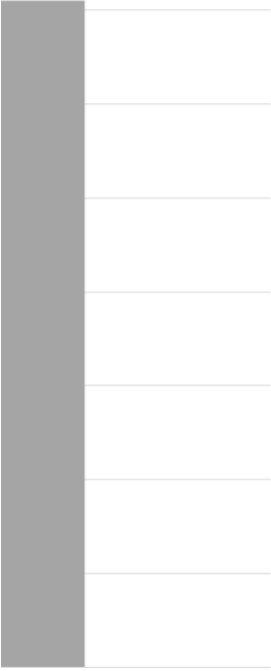


# Attribute Scores vs. SNA Metrics



Clustering Coefficient

0.71



leans