

TEAM DEVELOPMENT EXERCISE

OurTeamView Assessment

Individuals and teams may draw on different worldviews or perspectives depending on their stage of development, as well as the context and challenges they are facing.

The purpose of this assessment is to explore the perspectives that may be shaping and explaining the team's behaviours, decisions, and ways of working in different situations.

Over the past two years, Global Leadership Associates and Renewal Associates have developed and researched OurTeamView and OurTeamView in Action - vertical team assessments designed to bring these patterns into view and create new possibilities for team development. Following two research cohorts with experienced systemic team coaching practitioners, we're now opening OurTeamView more widely through a 12-month Founding Practitioner pilot.

OURTEAMVIEW

VERTICAL TEAM ASSESSMENTS

See the patterns. Unlock the potential.

A distinctive vertical lens for
systemic team coaching
and development.



SEE WHAT
SHAPES HOW
TEAMS OPERATE



FOCUS TEAM
CONVERSATIONS
THAT MATTER



ENABLE TEAMS
TO MOVE
FORWARD

BECOME AN
**OurTeamView
Founding
Practitioner**

12-MONTH
PILOT

Founding Practitioners receive:

- Unlimited use for 12 months with client teams
- Both the OurTeamView Team Self-Assessment and OurTeamView in Action Observer Assessment
- Four quarterly online Practitioner Forums
- A community for exploring real client situations and sharing emerging best practice
- The opportunity to help shape the future of OurTeamView



PILOT DATES: OCTOBER 2026 – SEPTEMBER 2027



QUARTERLY PRACTITIONER FORUMS

Facilitating the Team Conversation

Move from assessment results to shared development choices



Invite the team to discuss when and where its most frequently used worldviews appear.

1

Explore different contexts

Consider business as usual, innovation, transformation, strategy and times when members are apart. Ask what changes under pressure and when the team is at its best.

2

Agree future priorities

Ask which worldviews future purpose and stakeholders require, what might block or enable change, and which three attributes to prioritise. Define a transformational KPI for each.

3

Observe the team in action

As part of your Inquiry and Discovery phase observe a recording of a business-as-usual team meeting (or observe a live meeting) and use the OurTeamView observer assessment to incorporate your own read of the team into your results.

The self-assessment typically takes 20–30 minutes; use the results to support dialogue.

As a Practitioner - how to begin this assessment

★ You will be sent your practitioner link once you have completed the purchase and signed the participant agreement.

1

Click on the practitioner link, and create your team/teams

GLOBAL LEADERSHIP ASSOCIATES

OurTeamView

Enter your email address to continue. This link admits one address only; the one GLA named for it, or otherwise the first to sign in. No other address can use it afterwards, so use the one you want to keep.

YOUR EMAIL

Continue

Answering an assessment for your own team? You do not need any of this — [enter your session code](#) instead.

OurTeamView

Alison Marland test · alison+practitioner@gla.global [Workspace](#) [Sign out](#)

Your sessions

Cancel

CLIENT	TEAM
Northwind Health	Executive team

The team sees this name when they enter the code, so make it one they will recognise.

Create session

2

Copy the join link, and send to your team members

Check back on your practitioner link to:

- see results as they are submitted
- find the link to your observer assessment
- export results to CSV if required.

[All sessions](#)

Leadership Team

Team test

Observer assessment Export CSV

SESSION CODE

OTV - 2VPCHHR725JT

Copy join link Close session

Responses

0 submitted

Results appear here once the team starts submitting.

Participant instructions for this assessment

Participants click on the join link, then choose which way to view the questions: as a full grid, or one attribute at a time



Assess the team, not the individuals. Think about the team as a whole rather than the different individuals in it — you are assessing the team as a collective.

1

Mark what resonates — now, and in future

For each attribute, mark the description/s that resonate/s with what you most frequently experience when working in this team. Also thinking about what is required of this team in the future, mark which description/s best reflect that future requirement — this might be the same as you currently experience or go beyond that. If more than one description occurs frequently in your team, mark all of those that are relevant.

2

Choose the top three future priorities

Still thinking about what is required of this team in the future, decide which three attributes you would select as priorities for this team's development. You are asked to choose these at the end of the assessment.

GLOBAL LEADERSHIP ASSOCIATES

OurTeamView

You are answering about

Leadership Team

[Not the right team? Enter a different code](#)

YOUR NAME

Your coach uses this only to see who has responded. Your answers are shown to them combined with everyone else's, never on their own.

☐ I consent to GLA's data policy and agree to take part in this assessment.
[Read GLA's data policy](#)

Start the assessment

Global Leadership Associates [Data policy](#)

Participants: One Attribute at a Time

13 attributes in total — each with its own set of descriptions that represent the worldviews from Opportunist to Transforming. These are not labeled for the participant, but the practitioner can see the worldview spread in the results.

1

Read each statement

Each description reflects a different way a team might experience the attribute

2

Select what fits now

Tick the box/es that resonates with what you most frequently experience in this team today.

3

Consider the future too

Use the same screen to flag the description(s) that best capture/s what is required of this team going forward.

1 OF 13

Shared Purpose (Why We Exist as a Team)

Which of these describes your experience of this team most often?

- ☐ No shared purpose – everyone just chases their own wins, needs and wants.
- ☐ Purpose is for all to have the same opinion or follow what the team leader or their boss wants.
- ☐ Each function/leader has their own agenda. I can't join in up direction.
- ☐ Individuals & team have a sense of purpose, but they aren't consistently aligned so people get pulled in different directions.
- ☐ Everyone can describe our shared purpose. We identify as one team beyond our roles...but can get distracted by competitiveness.
- ☐ Purpose evolves with context and changing stakeholder needs – we collaborate because it's the only way to succeed.
- ☐ Purpose is co-created and updated with stakeholders – it connects to long-term systemic impact and what the world needs from us.

Participants: Explore Every Attribute, Worldview by Worldview

(worldviews are not labelled so as not to bias the participant)

Detailed “Now” and “Future” descriptions for each attribute, side by side

Conflict & Difference How We Handle Conflict & Difference	Conflict is about gaining dominance. People blame others and have a win or lose mentality. NOW FUTURE	Conflict avoided – belonging comes first. Leader usually steps in to resolve or mediate. We comply with authority. NOW FUTURE	Conflict is a technical debate – data decides. Some win, others feel unheard. Competing voices, not much listening. NOW FUTURE	Conflict about... and targets –... NOW FUTURE	Conflict is... as useful... produce and... expressed. We... different angles and aim for win/win solutions. NOW FUTURE	Conflict welco... means to und... differences an... reconcile opp... perspectives. ... third alternati... NOW FUTURE
Stakeholders Our Attitude towards Stakeholders.	Stakeholders are seen as obstacles or resources to use to our advantage. Engagement is transactional and self-serving. NOW FUTURE	Focus on keeping... stakeholders happy and avoiding... NOW FUTURE	Engage stakeholders only from... position... best. Focus is on technical accuracy and solutions within our own function. NOW FUTURE	Focus is on achieving team's goals and delivering on efficiencies and promises to stakeholders. NOW FUTURE	Stakeholder engagement is systematic and goal oriented. Each team member owns key relationships and measures outcomes. NOW FUTURE	Engagement i... diverse stakeh... voices. We co... engagement i... NOW FUTURE
Response Under Pressure How We Respond Under Pressure	Reactive and hostile – blaming, self-protective or fight for control. NOW FUTURE	Freeze into conformity – avoid hard truths, maintain surface harmony. NOW FUTURE	Double down on technical solutions. Pressure makes us rigid and defensive. NOW FUTURE	Work harder and longer. Add more control and follow-up. It leads to exhaustion and... NOW FUTURE	Rally around goals and competencies. Mobilize but risk overdrive, tunnel vision, and... NOW FUTURE	Pause and refl... marginalized. Acknowledge and perspecti... NOW FUTURE

Your Observer Assessment – on your practitioner link

The Practitioner can observe a recording of a business-as-usual team meeting (or observe a live meeting) and use the OurTeamView observer assessment either online or in a printed grid, to incorporate their own read of the team into the overall results.

Our Team View in Action

Your own read of the team, taken while watching them hold an ordinary meeting. Mark what you observed most often. Leave out anything you did not see — you will not observe every row in every meeting.

Only you can see this.

[Print a sheet to mark by hand](#)

Meeting Agenda

OPPORTUNIST

If people engage with agenda, they add items according to personal gain or competing priorities.

DIPLOMAT

Team leader creates the agenda and the team follows it.

EXPERT

Agenda created by team leader. Meeting often goes off the collective team agenda as they prioritize departmental matters. Meetings often missed or cancelled.

EARLY ACHIEVER

Created by team leader; team add items if will help increase overall efficiency. Overloaded agenda.

LATE ACHIEVER

Created by team leader; others add items. Overloaded but prioritised by impact. Agenda may be adapted in meeting if learning point or immediate action needed.

REDEFINING

Shared responsibility for agenda setting in advance of meeting. Clear distinctions on agenda items: decision-making, strategy, and generative dialogue included.

TRANSFORMING

Agenda Co-created with space for items to emerge. Space for generative dialogue and timely action.

Our Team View in Action — Team Coach Observer Assessment

Team Leadership Team

Meeting observed

Date

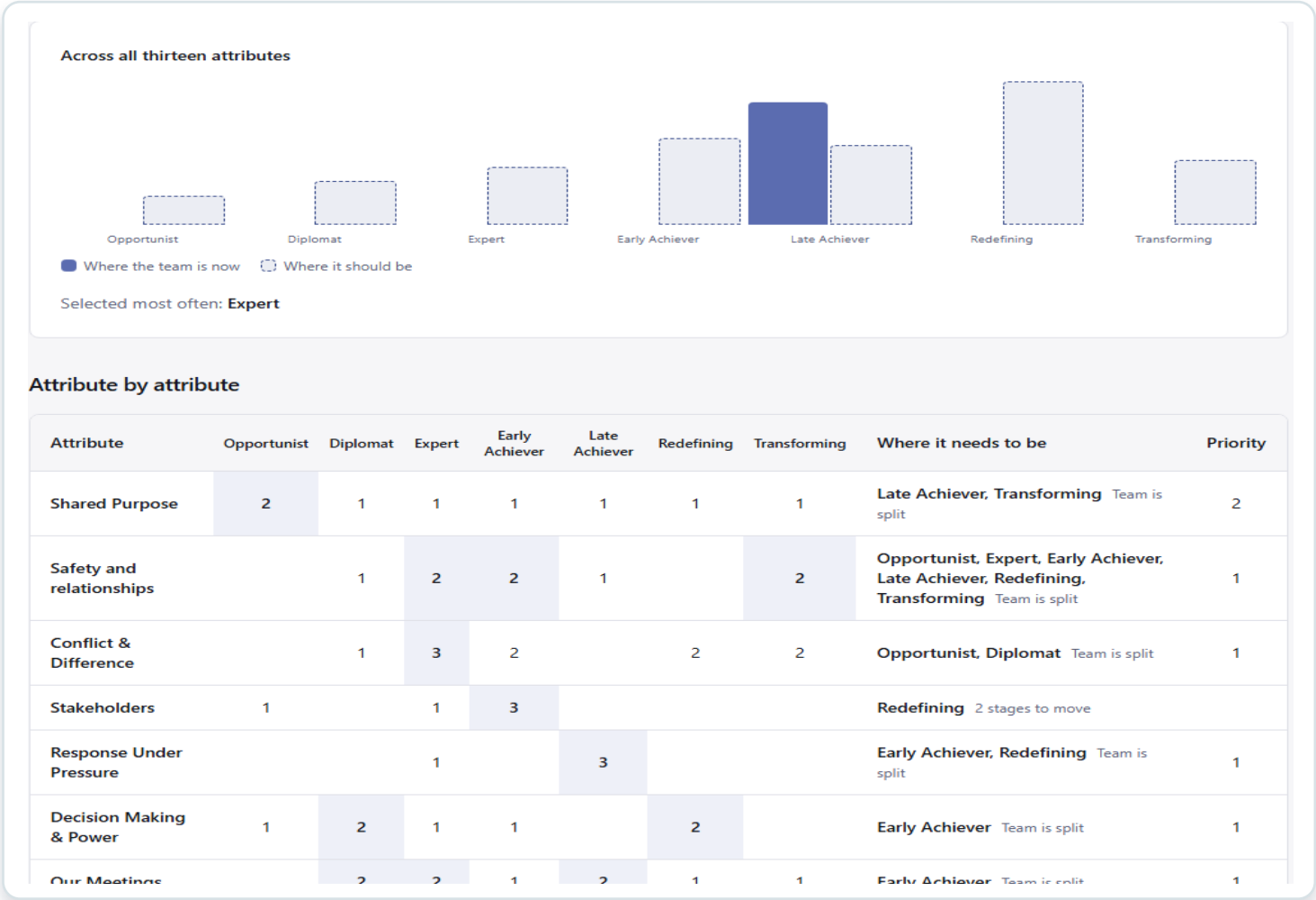
Mark what you observed most often. Leave out anything you did not see: you will not observe every row in every meeting.

ATTRIBUTE	OPPORTUNIST	DIPLOMAT	EXPERT	EARLY ACHIEVER	LATE ACHIEVER	REDEFINING	TRANSFORMING
Meeting Agenda	☐ If people engage with agenda, they add items according to personal gain or competing priorities.	☐ Team leader creates the agenda and the team follows it.	☐ Agenda created by team leader. Meeting often goes off the collective team agenda as they prioritize departmental matters. Meetings often missed or cancelled.	☐ Created by team leader; team add items if will help increase overall efficiency. Overloaded agenda.	☐ Created by team leader; others add items. Overloaded but prioritised by impact. Agenda may be adapted in meeting if learning point or immediate action needed.	☐ Shared responsibility for agenda setting in advance of meeting. Clear distinctions on agenda items: decision-making, strategy, and generative dialogue included.	☐ Agenda Co-created with space for items to emerge. Space for generative dialogue and timely action.
Safety (psychological) and team relationships	☐ People feel unsafe — they self-protect, fear being 'found out', and look out for themselves.	☐ Safety comes from fitting in and politeness. Conflict is avoided; gossip happens outside the room.	☐ A team of stars means trust is based on individual expertise. Little contribution to each other's areas.	☐ Safety is built on reliability and performance. Performance is discussed if it impacts efficiency.	☐ Safety comes from vulnerability. Different contributions are valued. Everyone is encouraged to challenge and be challenged through openness.	☐ Team invites real time feedback, challenge, and constructive conflict. People are valued as a whole person not just for their role.	☐ Team has collective trust in their future potential. Team embraces courageous action. Team co-creates with other teams and stakeholders as partners
How Team Handles Conflict & Difference	☐ Conflict is about gaining dominance. People blame others and have a win or lose mentality	☐ Conflict avoided — belonging comes first. Leader usually steps in to resolve or mediate. Team complies with authority.	☐ Conflict is a technical debate — data decides. Snipers. Others feel unheard. Competing voices, not listening.	☐ Conflict about goals and results. Individuals seek to gain control over their own benchmarks but often just "agree to differ."	☐ Conflict seen as useful if it is productive and well expressed. Team explores different angles and aims for win/win solutions.	☐ Conflict welcomed as means to understand differences and reconcile opposing perspectives. Team seeks third alternatives.	☐ Conflict is embraced as an inner and outer reality. Part of win/win for all. Team transforms tension by working for collective good.
Decision Making & Power	☐ Decisions are imposed by the most powerful and come from a place of self-interest.	☐ Power lies in appointed authority or seniority. Decisions follow custom or rules.	☐ Power is based on knowledge and expertise. Leaders make rational technical decisions.	☐ Power lies with the team leader. Quick decisions, focused on short term results.	☐ Leader sets vision and goals, team shares decisions on how to realize them.	☐ Shared leadership. Diverse voices contribute, assumptions questioned, reflection time valued.	☐ Power is generative and shared. Decisions balance short-term goals with long-term value creation in service of the greater whole.
Focus of Meetings	☐ Ad hoc, unstructured, dominated by personal agendas. Meetings often avoided.	☐ Focus on habitual, structured agenda and short-term business as usual. Compliance with rules expected.	☐ Meetings filled with detailed reports, technical updates, and firefighting. Efficiency and measurement dominate.	☐ Task-focused and short-term but starting to look several months ahead. Focus on getting through all agenda items on time.	☐ Outcome oriented with clear agendas, metrics, and accountability. Looking at least a year ahead.	☐ Include reflection and questioning. Strategic thinking 3–5 years out back to present. Experimentation and learning valued. Often overrun.	☐ Meetings designed for co-creation and fellowship. Balance operations with strategic thinking and systemic learning. Integrate short, medium, and long-term perspectives.
Feedback & Accountability	☐ Feedback is judgmental and personal. Often manipulative. Accountability avoided or shifted onto others.	☐ Feedback is withheld to protect self. Accountability tied to loyalty and belonging.	☐ Feedback focused on correctness and detail. Defensive responses are common. Accountability to technical standards.	☐ Feedback focused on performance. Leader-driven. Growing acceptance of constructive challenge.	☐ Feedback is encouraged and regular. Accountability linked to goals and KPIs. Supportive and challenging feedback used for improvement.	☐ Feedback includes impact on others and relationships. Accountability is shared. Failures used for learning. 360 feedback normal.	☐ Feedback is systemic, developmental, and real-time. It challenges the status quo and builds resilience. Accountability is shared across teams and stakeholders.
Communication & Contribution	☐ It's all about control, speaking up in order to dominate or	☐ Issues are glossed over in order to keep order and things the same. Side	☐ Meetings are competitive, focused on data and being right. Use technical language	☐ Contributions linked to own area. Some disengage or multitask	☐ Most collaborate and speak openly. Some meetings are more engaged than others due	☐ Everyone is fully engaged. Dialogue is purposeful, questioning, and systemic.	☐ Everyone is fully present and contributes to generative new thinking co-created in the moment. Embodied

Your Team's Results – on your practitioner link

Where the team is now, and where it needs to be — across all thirteen attributes

The chart shows the overall spread of responses; the table below breaks results down attribute by attribute, with a priority flag for where the team has a wide range of responses.



Team meeting – presenting your results

Once you have aggregated the data from the OurTeamView Self-Assessment and compared it with your observations from using the Observer Assessment, you can create some output to share in a team meeting.

- Use a team coaching session to present the results and get them thinking about future requirements of the team. Together select the attributes where they need development and which worldview best represents what is required of them in the future (this is now incorporated into the assessment).
- Teams love the fact that they can see a description of that future state. Sometimes they adjust the wording to better suit their context.
- Some example questions (more guidance provided on purchase):
 - How do these worldviews shift when the team is under pressure? Is there a worldview that the team falls back to habitually under pressure?
 - When the team is at its collective best which worldviews does it operate from?
 - Looking ahead, which worldview(s) do you believe this team will need to embody more often to meet its purpose and serve its stakeholders?
 - What if anything could prevent this team from operating from the worldview(s) you see as needed for the future?
 - Which development opportunities highlighted through our discussion would the team like to focus on?
 - What would be a transformational KPI for each one?

Sharing the Results of Your Experiments

Sue will be running four quarterly OurTeamView Practitioner Forums. You will be sent the zoom links and further information after purchase.



Zoom links will be provided on purchase and completion of the Participant Agreement

1

Quarterly OurTeamView Practitioner Forum dates

Monday 9th November 2026

Wednesday 13th January 2027

Wednesday 17th March 2027

Wednesday 16th June 2027

90-minute sessions held twice a day to suit different time zones (8am and 5pm UK)

OURTEAMVIEW
VERTICAL TEAM ASSESSMENTS

See the patterns. Unlock the potential.

A distinctive vertical lens for systemic team coaching and development.

SEE WHAT SHAPES HOW TEAMS OPERATE

FOCUS TEAM CONVERSATIONS THAT MATTER

ENABLE TEAMS TO MOVE FORWARD

BECOME AN
**OurTeamView
Founding
Practitioner**
—
12-MONTH
PILOT

PILOT DATES: OCTOBER 2026 – SEPTEMBER 2027 | **QUARTERLY PRACTITIONER FORUMS**

Questions?

1

Content or agreement questions

Contact Sue Coyne on sue.c@renewalassociates.co.uk

2

Technical questions

Contact Alison on alison@gla.global