CoCoReCo
Core Congruence Reset Co-create

Your team at a glance

Example organisation · Fictional team · T1

Fictional example — no real team data.

Overall score	Participation	Calculated score band
60.9/100	**10 / 12 · 83.3%**	**3 / 5**

Scores for connection are higher than those for structure. Explore how clear goals, roles and agreements can support the connections already present.

Most invited team members took part. Discuss whether everyone recognises this picture.

What is already working well?

Decision-making and coordination · 85.6/100

Trust and relational openness · 82.5/100

What should you discuss first?

1. Purpose and direction · 38.1/100

2. Ownership and accountability · 41.3/100

3. Capacity for conflict and tension · 44.4/100

Are experiences shared?

No theme reaches the indicative spread threshold of 20 points used here. This does not mean everyone shares the same experience.

Selected working agreements

1. Purpose and direction

Discuss concrete work examples and agree one observable action.

Owner: Team coordinator and those involved · Review: To agree together

2. Ownership and accountability

Discuss concrete work examples and agree one observable action.

Owner: Team coordinator and those involved · Review: To agree together

3. Capacity for conflict and tension

Discuss concrete work examples and agree one observable action.

Owner: Team coordinator and those involved · Review: To agree together

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Your team at a glance

How to read this report

Spread (SD, standard deviation) shows how much individual theme scores differ. Lower means more agreement; higher means more difference. Here, 20 points is a prompt for discussion.

Read this summary first, then review the theme scores and charts. Finally, agree on no more than three working agreements.

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Team maturity

Example organisation · Fictional team · T1

Model version: 1.0 · 60+

Overall score: 60.9/100

Calculated score band: 3 · Not an established developmental phase

Responses: 10/12

Purpose and direction: 38.1/100 · SD 12.2

Roles and authority: 66.3/100 · SD 12.2

Decision-making and coordination: 85.6/100 · SD 9.2

Ownership and accountability: 41.3/100 · SD 12.2

Psychological safety: 66.3/100 · SD 12.2

Trust and relational openness: 82.5/100 · SD 9.2

Capacity for conflict and tension: 44.4/100 · SD 12.2

Reflection and self-correction: 63.1/100 · SD 12.2

Scoring rules

Teamwork processes and psychological safety inform goals, roles, decisions, accountability, trust and reflection. The two-axis score and maturity levels are original design choices.

Salas, Sims & Burke (2005) · Big Five in Teamwork

https://doi.org/10.1177/1046496405277134

Edmondson (1999) · Psychological Safety and Learning Behavior

https://doi.org/10.2307/2666999

Answer 1–5; reversed: 6 − answer. Per person and dimension: (weighted mean of valid answers − 1) × 25. Equal person weights. Cannot assess is not zero.

A/B < 60 => Level <= 3

Formula: Weighted geometric mean of both axes

Minimum scored questions per dimension: 6

Minimum participants: 5

Purpose and direction · weight: 1

Roles and authority · weight: 1

Decision-making and coordination · weight: 1

Ownership and accountability · weight: 1

Psychological safety · weight: 1

Trust and relational openness · weight: 1

Capacity for conflict and tension · weight: 1

Reflection and self-correction · weight: 1

Dependent: 0 – 40

Reactive: 40 – 55

Stabilised: 55 – 70

Open: 70 – 85

Generative: 85 – 100

Questions

The main shared goals of our team are clear to me.

35.0/100 · SD 12.2 · n=10

DR1 · weight: 1

When priorities conflict, we know what takes precedence.

35.0/100 · SD 12.2 · n=10

DR2 · weight: 1

Team members understand how their own work contributes to the shared outcome.

35.0/100 · SD 12.2 · n=10

DR3 · weight: 1

We use our shared goals to make choices and decisions.

60.0/100 · SD 12.2 · n=10

DR4 · weight: 1

When circumstances change, we can adjust our priorities together.

35.0/100 · SD 12.2 · n=10

DR5 · weight: 1

We have concrete working agreements to translate shared goals into work choices.

35.0/100 · SD 12.2 · n=10

DR_E1 · weight: 1

We know who takes the initiative to translate shared goals into work choices.

35.0/100 · SD 12.2 · n=10

DR_E2 · weight: 1

We allocate time in our planning to translate shared goals into work choices.

35.0/100 · SD 12.2 · n=10

DR_E3 · weight: 1

It is clear who is responsible for what.

60.0/100 · SD 12.2 · n=10

RM1 · weight: 1

Team members know which decisions they can make independently.

85.0/100 · SD 12.2 · n=10

RM2 · weight: 1

When responsibilities overlap, we explicitly agree who takes the lead.

35.0/100 · SD 12.2 · n=10

RM3 · weight: 1

Important tasks do not fall between areas of responsibility.

60.0/100 · SD 12.2 · n=10

RM4 · weight: 1

We can adjust roles when the situation calls for it.

85.0/100 · SD 12.2 · n=10

RM5 · weight: 1

We have concrete working agreements to define roles and authority.

60.0/100 · SD 12.2 · n=10

RM_E1 · weight: 1

We know who takes the initiative to define roles and authority.

60.0/100 · SD 12.2 · n=10

RM_E2 · weight: 1

We allocate time in our planning to define roles and authority.

85.0/100 · SD 12.2 · n=10

RM_E3 · weight: 1

It is clear how important decisions are made in our team.

85.0/100 · SD 12.2 · n=10

BC1 · weight: 1

People with relevant knowledge are involved in decisions in good time.

85.0/100 · SD 12.2 · n=10

BC2 · weight: 1

After a decision, it is clear what was decided, by whom and what the next step is.

100.0/100 · SD 0.0 · n=10

BC3 · weight: 1

Information that colleagues need is shared in good time.

85.0/100 · SD 12.2 · n=10

BC4 · weight: 1

We coordinate our work sufficiently when we depend on one another.

60.0/100 · SD 12.2 · n=10

BC5 · weight: 1

We have concrete working agreements to coordinate decisions and work.

85.0/100 · SD 12.2 · n=10

BC_E1 · weight: 1

We know who takes the initiative to coordinate decisions and work.

85.0/100 · SD 12.2 · n=10

BC_E2 · weight: 1

We allocate time in our planning to coordinate decisions and work.

100.0/100 · SD 0.0 · n=10

BC_E3 · weight: 1

Agreements are generally followed through without the manager having to chase them constantly.

60.0/100 · SD 12.2 · n=10

EA1 · weight: 1

Team members take responsibility when things do not go as agreed.

35.0/100 · SD 12.2 · n=10

EA2 · weight: 1

We address one another directly when agreements are not honoured.

35.0/100 · SD 12.2 · n=10

EA3 · weight: 1

Problems are resolved as much as possible at the level where they arise.

60.0/100 · SD 12.2 · n=10

EA4 · weight: 1

After mistakes or disappointing results, we identify concrete follow-up actions and monitor them.

35.0/100 · SD 12.2 · n=10

EA5 · weight: 1

We have concrete working agreements to organize ownership and follow-up.

10.0/100 · SD 12.2 · n=10

EA_E1 · weight: 1

We know who takes the initiative to organize ownership and follow-up.

35.0/100 · SD 12.2 · n=10

EA_E2 · weight: 1

We allocate time in our planning to organize ownership and follow-up.

60.0/100 · SD 12.2 · n=10

EA_E3 · weight: 1

I can say in this team that I do not know something.

60.0/100 · SD 12.2 · n=10

PV1 · weight: 1

I can admit a mistake without fearing it will be used against me later.

60.0/100 · SD 12.2 · n=10

PV2 · weight: 1

I feel able to ask for help when I need it.

60.0/100 · SD 12.2 · n=10

PV3 · weight: 1

I can express a different opinion, even when the majority thinks otherwise.

60.0/100 · SD 12.2 · n=10

PV4 · weight: 1

I can disagree with my manager when I have substantive reasons to do so.

85.0/100 · SD 12.2 · n=10

PV5 · weight: 1

We have concrete working agreements to discuss doubts, mistakes and questions safely.

60.0/100 · SD 12.2 · n=10

PV_E1 · weight: 1

We know who takes the initiative to discuss doubts, mistakes and questions safely.

60.0/100 · SD 12.2 · n=10

PV_E2 · weight: 1

We allocate time in our planning to discuss doubts, mistakes and questions safely.

85.0/100 · SD 12.2 · n=10

PV_E3 · weight: 1

When someone has a problem with me, I trust that they will discuss it directly with me.

85.0/100 · SD 12.2 · n=10

VO1 · weight: 1

Team members can say when something has affected or frustrated them.

85.0/100 · SD 12.2 · n=10

VO2 · weight: 1

We can acknowledge that collaboration between some people is difficult.

100.0/100 · SD 0.0 · n=10

VO3 · weight: 1

In this team, I do not have to appear stronger, more confident or more competent than I really feel.

60.0/100 · SD 12.2 · n=10

VO4 · weight: 1

We can give one another feedback without immediately putting the relationship under strain.

85.0/100 · SD 12.2 · n=10

VO5 · weight: 1

We have concrete working agreements to work reliably and openly together.

85.0/100 · SD 12.2 · n=10

VO_E1 · weight: 1

We know who takes the initiative to work reliably and openly together.

60.0/100 · SD 12.2 · n=10

VO_E2 · weight: 1

We allocate time in our planning to work reliably and openly together.

100.0/100 · SD 0.0 · n=10

VO_E3 · weight: 1

Disagreements are discussed with the people involved.

60.0/100 · SD 12.2 · n=10

CS1 · weight: 1

We can disagree strongly without making personal attacks.

35.0/100 · SD 12.2 · n=10

CS2 · weight: 1

When tension is felt, someone usually feels able to name it.

35.0/100 · SD 12.2 · n=10

CS3 · weight: 1

Minority views are given enough space before a decision is made.

60.0/100 · SD 12.2 · n=10

CS4 · weight: 1

After a difficult discussion, we can work together constructively again.

35.0/100 · SD 12.2 · n=10

CS5 · weight: 1

We have concrete working agreements to explore tension and differences constructively.

35.0/100 · SD 12.2 · n=10

CS_E1 · weight: 1

We know who takes the initiative to explore tension and differences constructively.

35.0/100 · SD 12.2 · n=10

CS_E2 · weight: 1

We allocate time in our planning to explore tension and differences constructively.

60.0/100 · SD 12.2 · n=10

CS_E3 · weight: 1

When a problem recurs, we examine the pattern rather than only resolving the incident.

35.0/100 · SD 12.2 · n=10

RZ1 · weight: 1

We also examine our own contribution when collaboration is difficult.

85.0/100 · SD 12.2 · n=10

RZ2 · weight: 1

We can discuss what happens between us, as well as the work that needs to be done.

60.0/100 · SD 12.2 · n=10

RZ3 · weight: 1

We use mistakes and failures to adjust how we work together.

60.0/100 · SD 12.2 · n=10

RZ4 · weight: 1

The team is increasingly able to resolve tensions itself without intervention from a manager or external facilitator.

85.0/100 · SD 12.2 · n=10

RZ5 · weight: 1

We have concrete working agreements to learn from our own actions.

60.0/100 · SD 12.2 · n=10

RZ_E1 · weight: 1

We know who takes the initiative to learn from our own actions.

60.0/100 · SD 12.2 · n=10

RZ_E2 · weight: 1

We allocate time in our planning to learn from our own actions.

60.0/100 · SD 12.2 · n=10

RZ_E3 · weight: 1

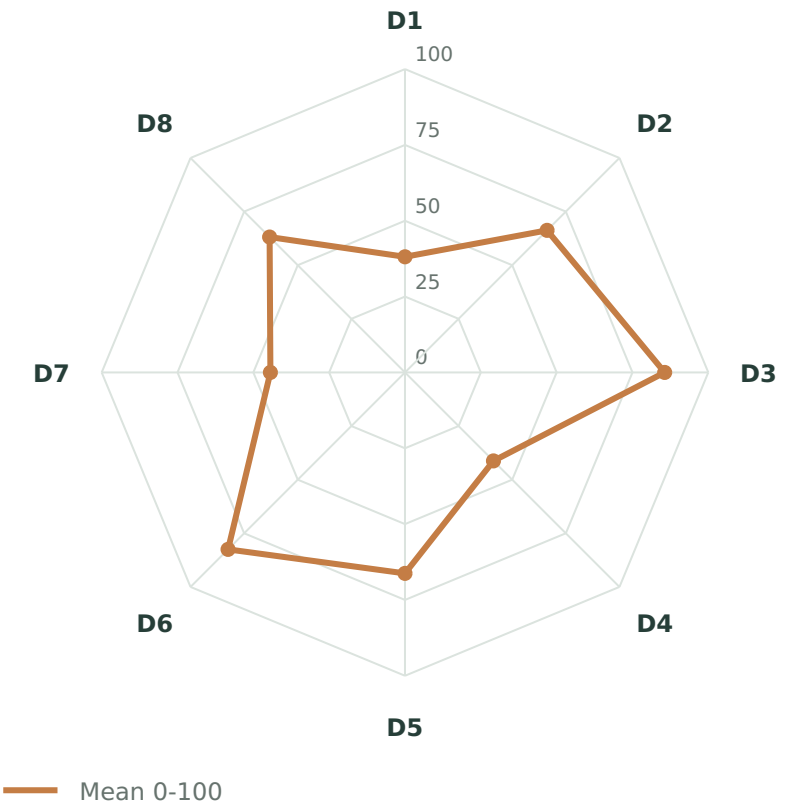
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Overall profile

n=10 | Scale 0-100 | Model 1.0-q60

Invited: 12 | 83%

Read mean and spread together, alongside concrete work examples.



Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Purpose and direction	38.1	12.2	10
D2 | Roles and authority	66.3	12.2	10
D3 | Decision-making and coordination	85.6	9.2	10
D4 | Ownership and accountability	41.3	12.2	10
D5 | Psychological safety	66.3	12.2	10
D6 | Trust and relational openness	82.5	9.2	10
D7 | Capacity for conflict and tension	44.4	12.2	10
D8 | Reflection and self-correction	63.1	12.2	10

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Strengths and development areas

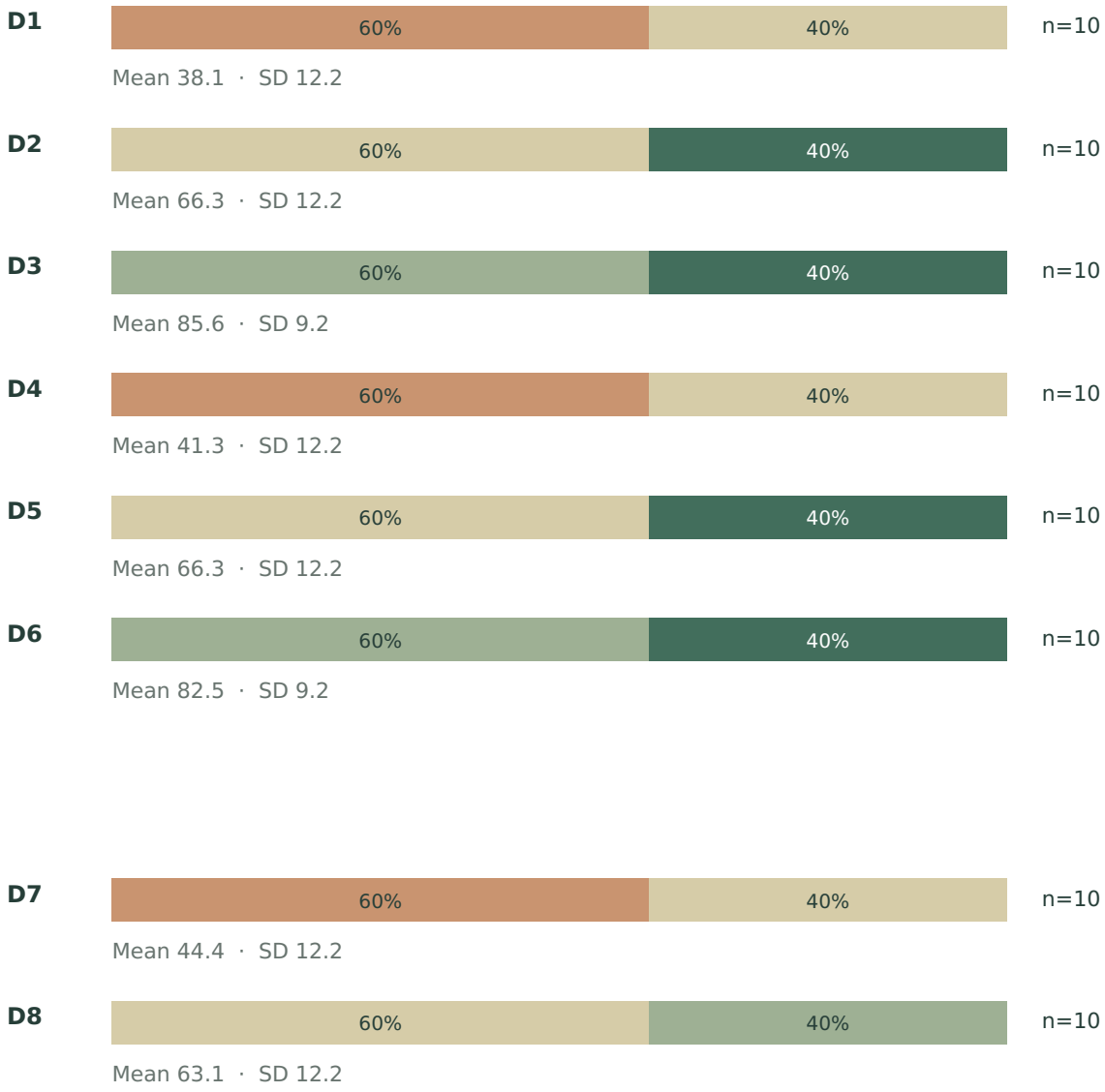


Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

Population SD of individual dimension means. Large spread can indicate different experiences. No individual results or identifying filters are provided.

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Response distribution and spread



Five equal scale intervals. Each respondent dimension mean counts once; the upper endpoint belongs to the final interval.

Extended report - continued

Dimension	0-20	20-40	40-60	60-80	80-100
D1	0	6	4	0	0
D2	0	0	6	0	4
D3	0	0	0	6	4
D4	0	6	4	0	0
D5	0	0	6	0	4
D6	0	0	0	6	4
D7	0	6	4	0	0
D8	0	0	6	4	0

Different perspectives

Unavailable: this survey does not collect roles or infer them from answers.

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Progress

No suitable released baseline. A comparable follow-up enables this chart.

Discussing developmental phase carefully

A calculated score band does not establish a developmental phase. Check behavior, consistency under pressure and examples per theme. These are discussion anchors for exploring concrete experiences.

1. Agreements require explanation and external follow-up.

2. Agreements work on simple tasks; under pressure someone else takes over.

3. Regular agreements are visible; deviations are noticed and discussed.

4. The team repairs agreements and adjusts behavior, including under pressure.

5. The team repeatedly learns, checks effects and transfers useful practices.

Coaching observations remain separate from survey scores. Record evidence and counterexamples before naming a phase.

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Priority matrix

Expected impact x feasibility, both 1-5. Judgments come from development dialogue, not scores or algorithmic predictions. Choose two or three themes.

Fictionally rated priorities for illustration.



Top right: high impact and feasibility. Orange: selected. Unrated: not plotted.

Extended report - continued

Theme	Expected impact	Feasibility	Selected
D1 | Purpose and direction	4	3	Yes
D2 | Roles and authority	4	3	-
D3 | Decision-making and coordination	4	3	-
D4 | Ownership and accountability	4	3	Yes
D5 | Psychological safety	4	3	-
D6 | Trust and relational openness	4	3	-
D7 | Capacity for conflict and tension	4	3	Yes
D8 | Reflection and self-correction	4	3	-

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From priority to action

1. Purpose and direction

Specific behavior: Discuss concrete work examples and agree one observable action.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

2. Ownership and accountability

Specific behavior: Discuss concrete work examples and agree one observable action.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

3. Capacity for conflict and tension

Specific behavior: Discuss concrete work examples and agree one observable action.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

After two weeks, review visible changes and preserve what works. Repeat only with the same question and scoring model.

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Discuss your next step

Questions about this report or support for your team’s development?

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