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
58.5/100	**10 / 12 · 83.3%**	**2 / 5**

Scores for structure are higher than those for connection. Explore how agreements and organisation can also support trust, openness and conversations about tension.

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

What is already working well?

Involvement and shared story · 89/100

Values and decision criteria · 84.5/100

What should you discuss first?

1. Translation and progress · 38.3/100
2. Meaning and contribution · 40/100
3. Leadership and consistency · 40/100

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. Meaning and contribution

Collect success stories and identify the recurring contribution.

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

2. Translation and progress

Translate the mission into three goals with an owner and monthly learning review.

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

3. Leadership and consistency

Identify a daily leadership choice that makes the mission credible and practise it deliberately.

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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Mission and shared direction

Example organisation · Fictional team · T1

Model version: 1.0 · 60+ · 8D

Overall score: 58.5/100

Calculated score band: 2 · Not an established developmental phase

Responses: 10/12

Meaning and contribution: 40.0/100 · SD 12.2

Choices and priorities: 63.3/100 · SD 12.2

Involvement and shared story: 89.0/100 · SD 9.0

Translation and progress: 38.3/100 · SD 12.2

Future vision and ambition: 67.5/100 · SD 12.2

Values and decision criteria: 84.5/100 · SD 8.6

Leadership and consistency: 40.0/100 · SD 12.2

External contribution and stakeholders: 65.0/100 · SD 12.2

Development guidance

Mission and shared direction: Clarify expectations and test one new working agreement for two weeks. Then discuss what helped.

Translation and progress

Translate the mission into three goals with an owner and monthly learning review.

Meaning and contribution

Collect success stories and identify the recurring contribution.

A day of equine coaching

Formulate a shared goal before a ground task. Explore choices and coordination, then translate them into three team goals.

At most three agreements with an owner and deadline; follow up after four to six weeks. Survey and observation remain separate.

Scoring rules

Motivation and team orientation connect meaning, choices, a shared story and progress. The scan explores the mission as experienced and applied.

Ryan & Deci · Self-Determination Theory

https://selfdeterminationtheory.org/the-theory/

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

https://doi.org/10.1177/1046496405277134

Weighted mean: meaning 30%, choices 20%, involvement 20%, translation 30%. Translation below 40 caps level at 2: a strong story does not compensate for weak implementation.

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.

Translation and progress < 40 => Level <= 2

Formula: Weighted average of all dimensions

Minimum scored questions per dimension: 10

Minimum participants: 5

Meaning and contribution · weight: 1.5

Choices and priorities · weight: 1

Involvement and shared story · weight: 1

Translation and progress · weight: 1.5

Future vision and ambition · weight: 1

Values and decision criteria · weight: 1

Leadership and consistency · weight: 1

External contribution and stakeholders · weight: 1

Exploring meaning: 0 – 40

Clarifying direction: 40 – 55

Connecting the mission: 55 – 70

Implementing with direction: 70 – 85

Reviewing contribution continually: 85 – 100

Questions

We can explain why our organisation exists.

35.0/100 · SD 12.2 · n=10

MRB1 · weight: 1

We know whom our contribution serves.

35.0/100 · SD 12.2 · n=10

MRB2 · weight: 1

We recognise our team’s contribution in the mission.

35.0/100 · SD 12.2 · n=10

MRB3 · weight: 1

We can give examples of work that fulfils the mission.

60.0/100 · SD 12.2 · n=10

MRB4 · weight: 1

We have concrete working agreements to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E1 · weight: 1

We know who takes the initiative to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E2 · weight: 1

We allocate time in our planning to understand our contribution to the mission.

60.0/100 · SD 12.2 · n=10

MRB_E3 · weight: 1

We can discuss a recent work example where we managed to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E4 · weight: 1

We ask those involved what helps them to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E5 · weight: 1

New team members also know how we try to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E6 · weight: 1

When it is difficult to understand our contribution to the mission, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

MRB_E7 · weight: 1

We check whether our chosen approach really helps us to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E8 · weight: 1

We question routines that hinder our ability to understand our contribution to the mission.

60.0/100 · SD 12.2 · n=10

MRB_E9 · weight: 1

We use feedback from those involved when we try to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E10 · weight: 1

We agree a follow-up point to review how we manage to understand our contribution to the mission.

35.0/100 · SD 12.2 · n=10

MRB_E11 · weight: 1

The mission helps us choose between competing activities.

60.0/100 · SD 12.2 · n=10

MRK1 · weight: 1

We know what we deliberately stop doing.

60.0/100 · SD 12.2 · n=10

MRK2 · weight: 1

Our priorities fit available resources.

85.0/100 · SD 12.2 · n=10

MRK3 · weight: 1

New initiatives begin without discussing their link to the mission.

35.0/100 · SD 12.2 · n=10

MRK4 · weight: 1 · 6 − answer

We have concrete working agreements to choose priorities based on our mission.

85.0/100 · SD 12.2 · n=10

MRK_E1 · weight: 1

We know who takes the initiative to choose priorities based on our mission.

35.0/100 · SD 12.2 · n=10

MRK_E2 · weight: 1

We allocate time in our planning to choose priorities based on our mission.

60.0/100 · SD 12.2 · n=10

MRK_E3 · weight: 1

We can discuss a recent work example where we managed to choose priorities based on our mission.

85.0/100 · SD 12.2 · n=10

MRK_E4 · weight: 1

We ask those involved what helps them to choose priorities based on our mission.

60.0/100 · SD 12.2 · n=10

MRK_E5 · weight: 1

New team members also know how we try to choose priorities based on our mission.

60.0/100 · SD 12.2 · n=10

MRK_E6 · weight: 1

When it is difficult to choose priorities based on our mission, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

MRK_E7 · weight: 1

We check whether our chosen approach really helps us to choose priorities based on our mission.

60.0/100 · SD 12.2 · n=10

MRK_E8 · weight: 1

We question routines that hinder our ability to choose priorities based on our mission.

35.0/100 · SD 12.2 · n=10

MRK_E9 · weight: 1

We use feedback from those involved when we try to choose priorities based on our mission.

85.0/100 · SD 12.2 · n=10

MRK_E10 · weight: 1

We agree a follow-up point to review how we manage to choose priorities based on our mission.

60.0/100 · SD 12.2 · n=10

MRK_E11 · weight: 1

Employees can explain the mission in their own words.

85.0/100 · SD 12.2 · n=10

MRE1 · weight: 1

We can question the chosen direction.

100.0/100 · SD 0.0 · n=10

MRE2 · weight: 1

Our practical knowledge informs how the mission translates into our team.

85.0/100 · SD 12.2 · n=10

MRE3 · weight: 1

We can discuss aspects we feel less connected to.

85.0/100 · SD 12.2 · n=10

MRE4 · weight: 1

We have concrete working agreements to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E1 · weight: 1

We know who takes the initiative to connect employees with the shared story.

100.0/100 · SD 0.0 · n=10

MRE_E2 · weight: 1

We allocate time in our planning to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E3 · weight: 1

We can discuss a recent work example where we managed to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E4 · weight: 1

We ask those involved what helps them to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E5 · weight: 1

New team members also know how we try to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E6 · weight: 1

When it is difficult to connect employees with the shared story, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

MRE_E7 · weight: 1

We check whether our chosen approach really helps us to connect employees with the shared story.

100.0/100 · SD 0.0 · n=10

MRE_E8 · weight: 1

We question routines that hinder our ability to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E9 · weight: 1

We use feedback from those involved when we try to connect employees with the shared story.

85.0/100 · SD 12.2 · n=10

MRE_E10 · weight: 1

We agree a follow-up point to review how we manage to connect employees with the shared story.

100.0/100 · SD 0.0 · n=10

MRE_E11 · weight: 1

We translate the mission into concrete team goals.

60.0/100 · SD 12.2 · n=10

MRV1 · weight: 1

An accountable role is agreed for important goals.

35.0/100 · SD 12.2 · n=10

MRV2 · weight: 1

We regularly discuss whether our work makes the intended contribution.

10.0/100 · SD 12.2 · n=10

MRV3 · weight: 1

We adapt goals when customer or societal needs change.

60.0/100 · SD 12.2 · n=10

MRV4 · weight: 1

We have concrete working agreements to translate the mission into concrete progress.

10.0/100 · SD 12.2 · n=10

MRV_E1 · weight: 1

We know who takes the initiative to translate the mission into concrete progress.

35.0/100 · SD 12.2 · n=10

MRV_E2 · weight: 1

We allocate time in our planning to translate the mission into concrete progress.

60.0/100 · SD 12.2 · n=10

MRV_E3 · weight: 1

We can discuss a recent work example where we managed to translate the mission into concrete progress.

35.0/100 · SD 12.2 · n=10

MRV_E4 · weight: 1

We ask those involved what helps them to translate the mission into concrete progress.

35.0/100 · SD 12.2 · n=10

MRV_E5 · weight: 1

New team members also know how we try to translate the mission into concrete progress.

60.0/100 · SD 12.2 · n=10

MRV_E6 · weight: 1

When it is difficult to translate the mission into concrete progress, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

MRV_E7 · weight: 1

We check whether our chosen approach really helps us to translate the mission into concrete progress.

10.0/100 · SD 12.2 · n=10

MRV_E8 · weight: 1

We question routines that hinder our ability to translate the mission into concrete progress.

60.0/100 · SD 12.2 · n=10

MRV_E9 · weight: 1

We use feedback from those involved when we try to translate the mission into concrete progress.

35.0/100 · SD 12.2 · n=10

MRV_E10 · weight: 1

We agree a follow-up point to review how we manage to translate the mission into concrete progress.

35.0/100 · SD 12.2 · n=10

MRV_E11 · weight: 1

We have a clear agreement to formulate a concrete and shared future vision.

85.0/100 · SD 12.2 · n=10

MRD_D8_1 · weight: 1

We know who is responsible for taking action to formulate a concrete and shared future vision.

60.0/100 · SD 12.2 · n=10

MRD_D8_2 · weight: 1

We can give a recent example where we managed to formulate a concrete and shared future vision.

60.0/100 · SD 12.2 · n=10

MRD_D8_3 · weight: 1

We have enough time and resources to formulate a concrete and shared future vision.

60.0/100 · SD 12.2 · n=10

MRD_D8_4 · weight: 1

Even under time pressure, we manage to formulate a concrete and shared future vision.

60.0/100 · SD 12.2 · n=10

MRD_D8_5 · weight: 1

We ask the colleagues involved what is needed to formulate a concrete and shared future vision.

60.0/100 · SD 12.2 · n=10

MRD_D8_6 · weight: 1

New colleagues receive an explanation of how we try to formulate a concrete and shared future

vision.

85.0/100 · SD 12.2 · n=10

MRD_D8_7 · weight: 1

When we do not manage to formulate a concrete and shared future vision, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

MRD_D8_8 · weight: 1

We use feedback to improve how we formulate a concrete and shared future vision.

60.0/100 · SD 12.2 · n=10

MRD_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to formulate a concrete and shared future vision.

85.0/100 · SD 12.2 · n=10

MRD_D8_10 · weight: 1

We have a clear agreement to use mission and values together as decision criteria.

60.0/100 · SD 12.2 · n=10

MRW_D8_1 · weight: 1

We know who is responsible for taking action to use mission and values together as decision criteria.

85.0/100 · SD 12.2 · n=10

MRW_D8_2 · weight: 1

We can give a recent example where we managed to use mission and values together as decision criteria.

100.0/100 · SD 0.0 · n=10

MRW_D8_3 · weight: 1

We have enough time and resources to use mission and values together as decision criteria.

85.0/100 · SD 12.2 · n=10

MRW_D8_4 · weight: 1

Even under time pressure, we manage to use mission and values together as decision criteria.

85.0/100 · SD 12.2 · n=10

MRW_D8_5 · weight: 1

We ask the colleagues involved what is needed to use mission and values together as decision criteria.

100.0/100 · SD 0.0 · n=10

MRW_D8_6 · weight: 1

New colleagues receive an explanation of how we try to use mission and values together as decision criteria.

85.0/100 · SD 12.2 · n=10

MRW_D8_7 · weight: 1

When we do not manage to use mission and values together as decision criteria, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

MRW_D8_8 · weight: 1

We use feedback to improve how we use mission and values together as decision criteria.

100.0/100 · SD 0.0 · n=10

MRW_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to use mission and values together as decision criteria.

85.0/100 · SD 12.2 · n=10

MRW_D8_10 · weight: 1

We have a clear agreement to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_1 · weight: 1

We know who is responsible for taking action to align leadership behaviour with the mission.

60.0/100 · SD 12.2 · n=10

MRL_D8_2 · weight: 1

We can give a recent example where we managed to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_3 · weight: 1

We have enough time and resources to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_4 · weight: 1

Even under time pressure, we manage to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_5 · weight: 1

We ask the colleagues involved what is needed to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_6 · weight: 1

New colleagues receive an explanation of how we try to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_7 · weight: 1

When we do not manage to align leadership behaviour with the mission, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

MRL_D8_8 · weight: 1

We use feedback to improve how we align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to align leadership behaviour with the mission.

35.0/100 · SD 12.2 · n=10

MRL_D8_10 · weight: 1

We have a clear agreement to check our mission against stakeholder needs.

85.0/100 · SD 12.2 · n=10

MRX_D8_1 · weight: 1

We know who is responsible for taking action to check our mission against stakeholder needs.

35.0/100 · SD 12.2 · n=10

MRX_D8_2 · weight: 1

We can give a recent example where we managed to check our mission against stakeholder

needs.

60.0/100 · SD 12.2 · n=10

MRX_D8_3 · weight: 1

We have enough time and resources to check our mission against stakeholder needs.

85.0/100 · SD 12.2 · n=10

MRX_D8_4 · weight: 1

Even under time pressure, we manage to check our mission against stakeholder needs.

60.0/100 · SD 12.2 · n=10

MRX_D8_5 · weight: 1

We ask the colleagues involved what is needed to check our mission against stakeholder needs.

60.0/100 · SD 12.2 · n=10

MRX_D8_6 · weight: 1

New colleagues receive an explanation of how we try to check our mission against stakeholder needs.

85.0/100 · SD 12.2 · n=10

MRX_D8_7 · weight: 1

When we do not manage to check our mission against stakeholder needs, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

MRX_D8_8 · weight: 1

We use feedback to improve how we check our mission against stakeholder needs.

35.0/100 · SD 12.2 · n=10

MRX_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to check our mission against stakeholder needs.

85.0/100 · SD 12.2 · n=10

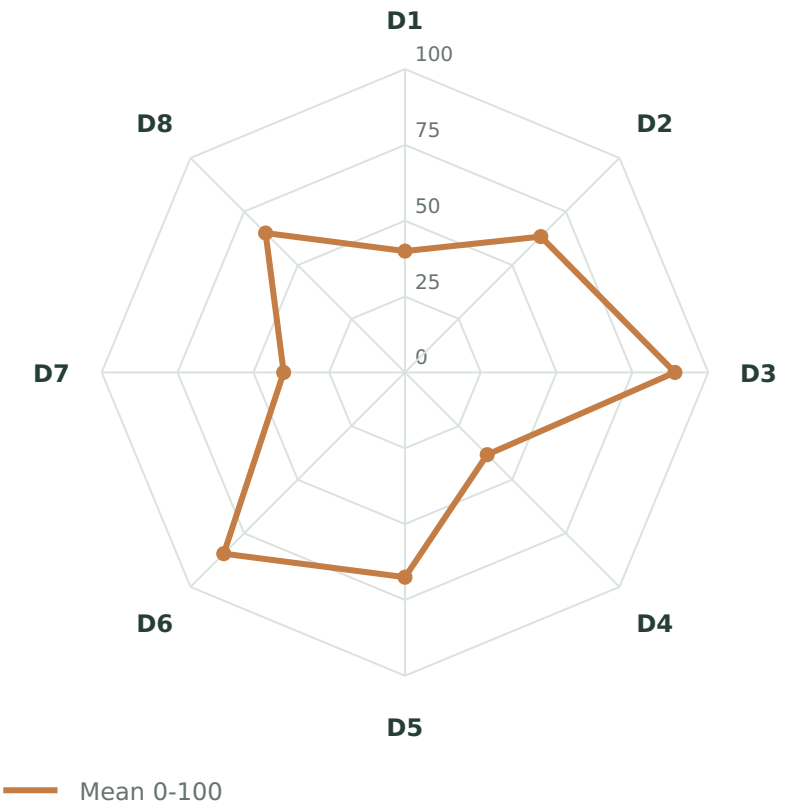
MRX_D8_10 · weight: 1

Overall profile

n=10 | Scale 0-100 | Model builtin-missie-richting-1-q60-d8

Invited: 12 | 83%

Read mean and spread together, alongside concrete work examples.



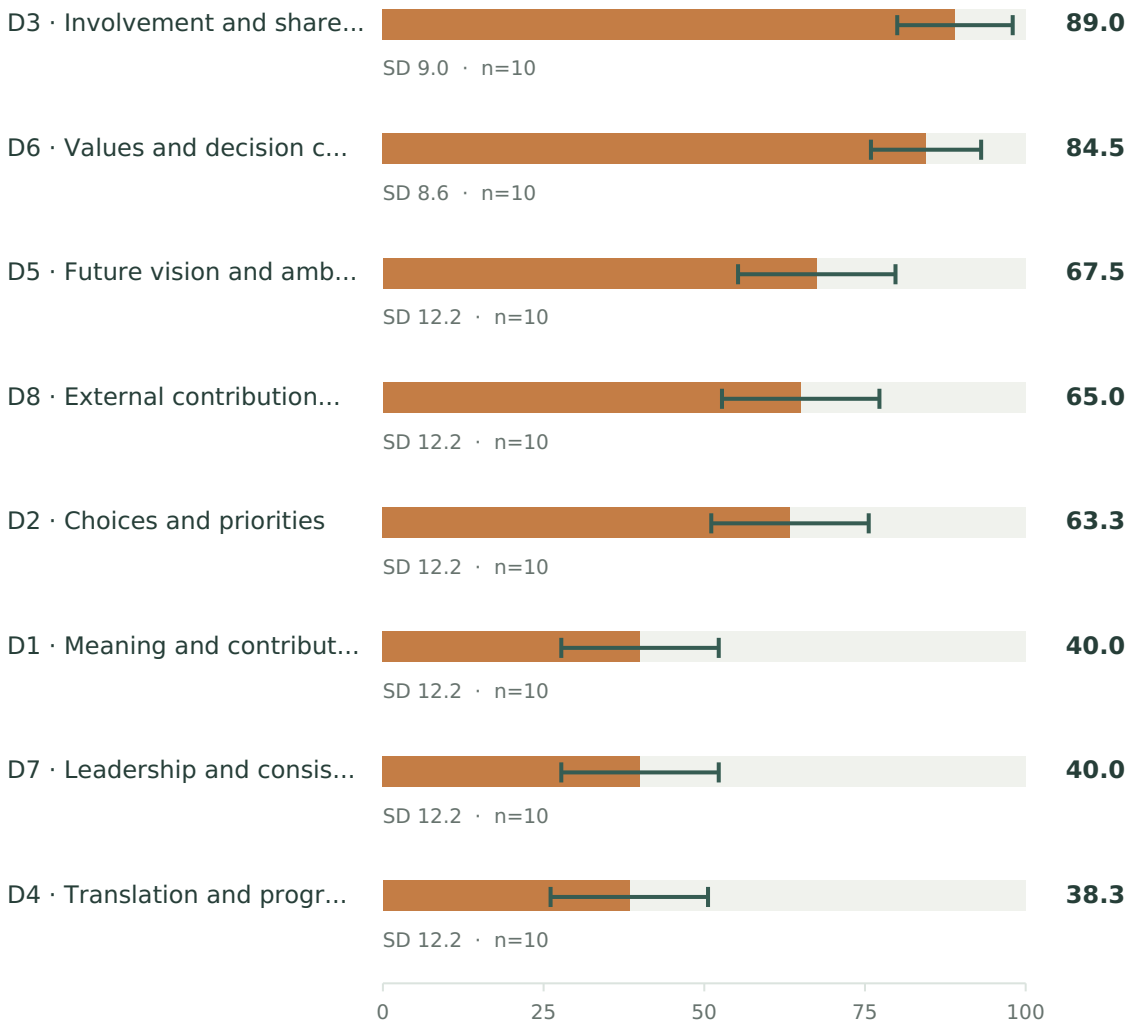
Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Meaning and contribution	40.0	12.2	10
D2 | Choices and priorities	63.3	12.2	10
D3 | Involvement and shared story	89.0	9.0	10
D4 | Translation and progress	38.3	12.2	10
D5 | Future vision and ambition	67.5	12.2	10
D6 | Values and decision criteria	84.5	8.6	10
D7 | Leadership and consistency	40.0	12.2	10
D8 | External contribution and stakeholders	65.0	12.2	10

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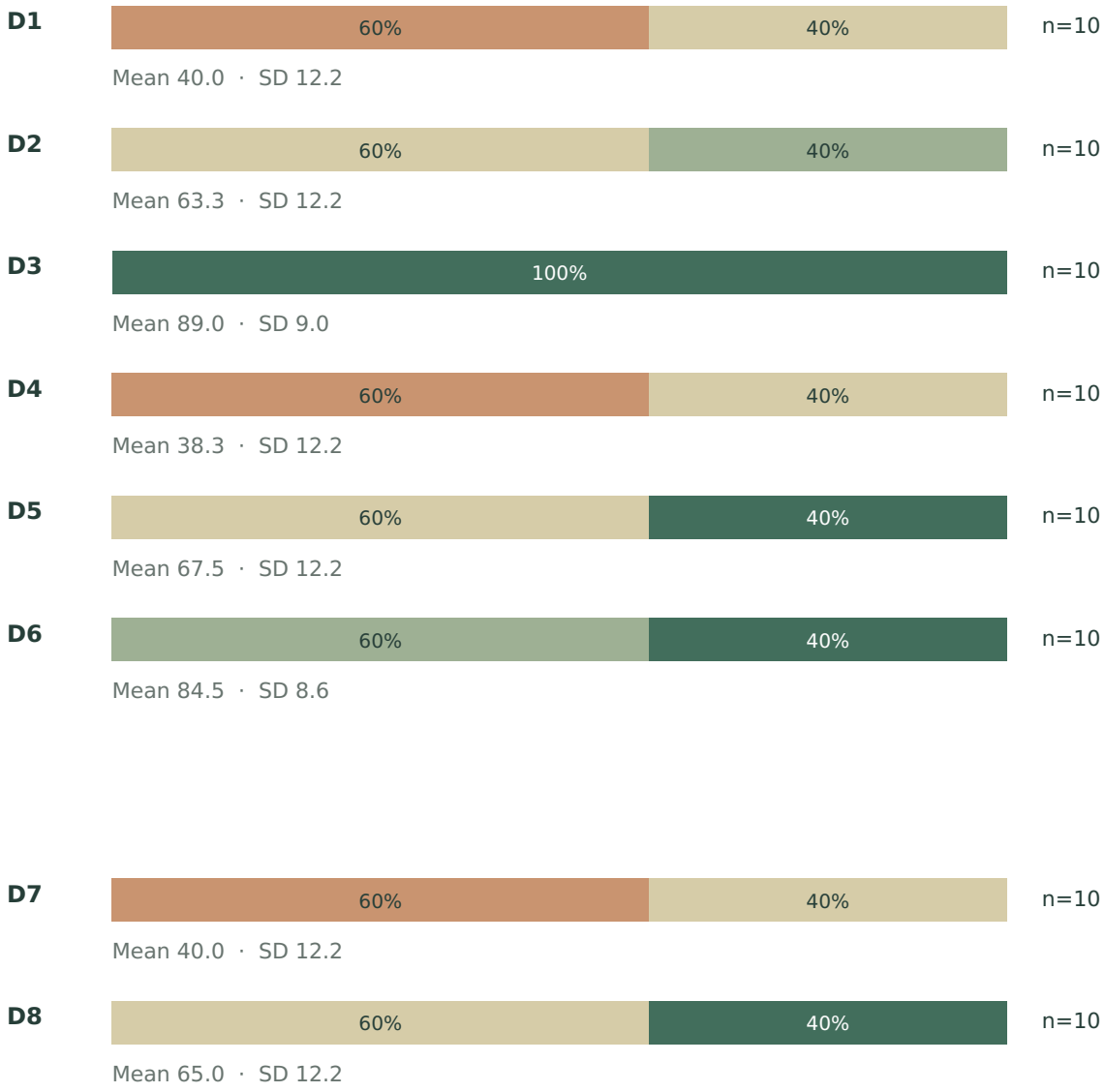
Strengths and development areas



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.

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	4	0
D3	0	0	0	0	10
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	0	4

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 | Meaning and contribution	4	3	Yes
D2 | Choices and priorities	4	3	-
D3 | Involvement and shared story	4	3	-
D4 | Translation and progress	4	3	Yes
D5 | Future vision and ambition	4	3	-
D6 | Values and decision criteria	4	3	-
D7 | Leadership and consistency	4	3	Yes
D8 | External contribution and stakeholders	4	3	-

From priority to action

1. Meaning and contribution

Specific behavior: Collect success stories and identify the recurring contribution.

Owner: Team coordinator and those involved

Review date: To agree together

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

2. Translation and progress

Specific behavior: Translate the mission into three goals with an owner and monthly learning review.

Owner: Team coordinator and those involved

Review date: To agree together

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

3. Leadership and consistency

Specific behavior: Identify a daily leadership choice that makes the mission credible and practise it deliberately.

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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