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
60.3/100	**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?

Coordination · 89/100

Trust and mutual accountability · 84.5/100

What should you discuss first?

1. Learning and adaptation · 38.3/100
2. Shared direction · 40/100
3. Workability and resources · 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. Shared direction

Agree three priorities and a stop list; check one real decision against them weekly.

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

2. Learning and adaptation

Review one agreement every two weeks using an observable success criterion.

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

3. Workability and resources

Compare the plan with available capacity and remove or renegotiate one unrealistic task.

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 compass

Example organisation · Fictional team · T1

Model version: 1.0 · 60+ · 8D

Overall score: 60.3/100

Calculated score band: 3 · Not an established developmental phase

Responses: 10/12

Shared direction: 40.0/100 · SD 12.2

Roles and ownership: 63.3/100 · SD 12.2

Coordination: 89.0/100 · SD 9.0

Learning and adaptation: 38.3/100 · SD 12.2

Safety and voice: 67.5/100 · SD 12.2

Trust and mutual accountability: 84.5/100 · SD 8.6

Workability and resources: 40.0/100 · SD 12.2

External coordination and customer value: 65.0/100 · SD 12.2

Development guidance

Team compass: Make useful habits more consistent. Explore the lowest-scoring dimension and practise one shared behaviour.

Learning and adaptation

Review one agreement every two weeks using an observable success criterion.

Shared direction

Agree three priorities and a stop list; check one real decision against them weekly.

A day of equine coaching

Explore the lowest dimension. Organise a shared ground-based route, clarify roles and purpose, then repeat with one changed agreement. Finish with three workplace agreements.

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

Scoring rules

Teamwork processes and autonomous motivation inform direction, role clarity, coordination and shared learning.

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

https://doi.org/10.1177/1046496405277134

Ryan & Deci · Self-Determination Theory

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

Axis A = direction and roles; axis B = coordination and learning. Equal axis weights. Total = √(A × B). If either axis is below 40, level is capped at 2.

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 < 40 => Level <= 2

Formula: Weighted geometric mean of both axes

Minimum scored questions per dimension: 10

Minimum participants: 5

Shared direction · weight: 1

Roles and ownership · weight: 1

Coordination · weight: 1

Learning and adaptation · weight: 1

Safety and voice · weight: 1

Trust and mutual accountability · weight: 1

Workability and resources · weight: 1

External coordination and customer value · weight: 1

Seeking direction: 0 – 35

Agreeing foundations: 35 – 50

Coordinating: 50 – 65

Working with direction: 65 – 80

Adapting together: 80 – 100

Questions

We can name our team’s three main priorities.

35.0/100 · SD 12.2 · n=10

TKR1 · weight: 1

We know whom our team creates value for.

35.0/100 · SD 12.2 · n=10

TKR2 · weight: 1

When tasks compete, we use shared priorities to decide.

35.0/100 · SD 12.2 · n=10

TKR3 · weight: 1

Team members pursue conflicting goals.

60.0/100 · SD 12.2 · n=10

TKR4 · weight: 1 · 6 − answer

We have concrete working agreements to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E1 · weight: 1

We know who takes the initiative to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E2 · weight: 1

We allocate time in our planning to set a shared team direction.

60.0/100 · SD 12.2 · n=10

TKR_E3 · weight: 1

We can discuss a recent work example where we managed to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E4 · weight: 1

We ask those involved what helps them to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E5 · weight: 1

New team members also know how we try to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E6 · weight: 1

When it is difficult to set a shared team direction, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

TKR_E7 · weight: 1

We check whether our chosen approach really helps us to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E8 · weight: 1

We question routines that hinder our ability to set a shared team direction.

60.0/100 · SD 12.2 · n=10

TKR_E9 · weight: 1

We use feedback from those involved when we try to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E10 · weight: 1

We agree a follow-up point to review how we manage to set a shared team direction.

35.0/100 · SD 12.2 · n=10

TKR_E11 · weight: 1

Ownership of recurring tasks is clear.

60.0/100 · SD 12.2 · n=10

TKO1 · weight: 1

We know which decisions we may make independently.

60.0/100 · SD 12.2 · n=10

TKO2 · weight: 1

At handover, we confirm who takes the next step.

85.0/100 · SD 12.2 · n=10

TKO3 · weight: 1

We address commitments that have not been met.

35.0/100 · SD 12.2 · n=10

TKO4 · weight: 1

We have concrete working agreements to allocate tasks and responsibilities.

85.0/100 · SD 12.2 · n=10

TKO_E1 · weight: 1

We know who takes the initiative to allocate tasks and responsibilities.

35.0/100 · SD 12.2 · n=10

TKO_E2 · weight: 1

We allocate time in our planning to allocate tasks and responsibilities.

60.0/100 · SD 12.2 · n=10

TKO_E3 · weight: 1

We can discuss a recent work example where we managed to allocate tasks and responsibilities.

85.0/100 · SD 12.2 · n=10

TKO_E4 · weight: 1

We ask those involved what helps them to allocate tasks and responsibilities.

60.0/100 · SD 12.2 · n=10

TKO_E5 · weight: 1

New team members also know how we try to allocate tasks and responsibilities.

60.0/100 · SD 12.2 · n=10

TKO_E6 · weight: 1

When it is difficult to allocate tasks and responsibilities, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

TKO_E7 · weight: 1

We check whether our chosen approach really helps us to allocate tasks and responsibilities.

60.0/100 · SD 12.2 · n=10

TKO_E8 · weight: 1

We question routines that hinder our ability to allocate tasks and responsibilities.

35.0/100 · SD 12.2 · n=10

TKO_E9 · weight: 1

We use feedback from those involved when we try to allocate tasks and responsibilities.

85.0/100 · SD 12.2 · n=10

TKO_E10 · weight: 1

We agree a follow-up point to review how we manage to allocate tasks and responsibilities.

60.0/100 · SD 12.2 · n=10

TKO_E11 · weight: 1

We share information in time with those who need it.

85.0/100 · SD 12.2 · n=10

TKA1 · weight: 1

Meetings explore different viewpoints.

100.0/100 · SD 0.0 · n=10

TKA2 · weight: 1

We discuss dependencies before work gets stuck.

85.0/100 · SD 12.2 · n=10

TKA3 · weight: 1

After meetings, decisions are clear.

85.0/100 · SD 12.2 · n=10

TKA4 · weight: 1

We have concrete working agreements to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E1 · weight: 1

We know who takes the initiative to coordinate our interdependent tasks.

100.0/100 · SD 0.0 · n=10

TKA_E2 · weight: 1

We allocate time in our planning to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E3 · weight: 1

We can discuss a recent work example where we managed to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E4 · weight: 1

We ask those involved what helps them to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E5 · weight: 1

New team members also know how we try to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E6 · weight: 1

When it is difficult to coordinate our interdependent tasks, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

TKA_E7 · weight: 1

We check whether our chosen approach really helps us to coordinate our interdependent tasks.

100.0/100 · SD 0.0 · n=10

TKA_E8 · weight: 1

We question routines that hinder our ability to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E9 · weight: 1

We use feedback from those involved when we try to coordinate our interdependent tasks.

85.0/100 · SD 12.2 · n=10

TKA_E10 · weight: 1

We agree a follow-up point to review how we manage to coordinate our interdependent tasks.

100.0/100 · SD 0.0 · n=10

TKA_E11 · weight: 1

We regularly review how we work together.

60.0/100 · SD 12.2 · n=10

TKL1 · weight: 1

We adapt agreements when circumstances change.

35.0/100 · SD 12.2 · n=10

TKL2 · weight: 1

We test improvements on a small scale.

10.0/100 · SD 12.2 · n=10

TKL3 · weight: 1

We check whether an improvement actually helps.

60.0/100 · SD 12.2 · n=10

TKL4 · weight: 1

We have concrete working agreements to review and adjust team agreements.

10.0/100 · SD 12.2 · n=10

TKL_E1 · weight: 1

We know who takes the initiative to review and adjust team agreements.

35.0/100 · SD 12.2 · n=10

TKL_E2 · weight: 1

We allocate time in our planning to review and adjust team agreements.

60.0/100 · SD 12.2 · n=10

TKL_E3 · weight: 1

We can discuss a recent work example where we managed to review and adjust team agreements.

35.0/100 · SD 12.2 · n=10

TKL_E4 · weight: 1

We ask those involved what helps them to review and adjust team agreements.

35.0/100 · SD 12.2 · n=10

TKL_E5 · weight: 1

New team members also know how we try to review and adjust team agreements.

60.0/100 · SD 12.2 · n=10

TKL_E6 · weight: 1

When it is difficult to review and adjust team agreements, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

TKL_E7 · weight: 1

We check whether our chosen approach really helps us to review and adjust team agreements.

10.0/100 · SD 12.2 · n=10

TKL_E8 · weight: 1

We question routines that hinder our ability to review and adjust team agreements.

60.0/100 · SD 12.2 · n=10

TKL_E9 · weight: 1

We use feedback from those involved when we try to review and adjust team agreements.

35.0/100 · SD 12.2 · n=10

TKL_E10 · weight: 1

We agree a follow-up point to review how we manage to review and adjust team agreements.

35.0/100 · SD 12.2 · n=10

TKL_E11 · weight: 1

We have a clear agreement to voice doubts and requests for help in the team.

85.0/100 · SD 12.2 · n=10

TKV_D8_1 · weight: 1

We know who is responsible for taking action to voice doubts and requests for help in the team.

60.0/100 · SD 12.2 · n=10

TKV_D8_2 · weight: 1

We can give a recent example where we managed to voice doubts and requests for help in the team.

60.0/100 · SD 12.2 · n=10

TKV_D8_3 · weight: 1

We have enough time and resources to voice doubts and requests for help in the team.

60.0/100 · SD 12.2 · n=10

TKV_D8_4 · weight: 1

Even under time pressure, we manage to voice doubts and requests for help in the team.

60.0/100 · SD 12.2 · n=10

TKV_D8_5 · weight: 1

We ask the colleagues involved what is needed to voice doubts and requests for help in the team.

60.0/100 · SD 12.2 · n=10

TKV_D8_6 · weight: 1

New colleagues receive an explanation of how we try to voice doubts and requests for help in the team.

85.0/100 · SD 12.2 · n=10

TKV_D8_7 · weight: 1

When we do not manage to voice doubts and requests for help in the team, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

TKV_D8_8 · weight: 1

We use feedback to improve how we voice doubts and requests for help in the team.

60.0/100 · SD 12.2 · n=10

TKV_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to voice doubts and requests for help in the team.

85.0/100 · SD 12.2 · n=10

TKV_D8_10 · weight: 1

We have a clear agreement to address working agreements directly with one another.

60.0/100 · SD 12.2 · n=10

TKT_D8_1 · weight: 1

We know who is responsible for taking action to address working agreements directly with one another.

85.0/100 · SD 12.2 · n=10

TKT_D8_2 · weight: 1

We can give a recent example where we managed to address working agreements directly with one another.

100.0/100 · SD 0.0 · n=10

TKT_D8_3 · weight: 1

We have enough time and resources to address working agreements directly with one another.

85.0/100 · SD 12.2 · n=10

TKT_D8_4 · weight: 1

Even under time pressure, we manage to address working agreements directly with one another.

85.0/100 · SD 12.2 · n=10

TKT_D8_5 · weight: 1

We ask the colleagues involved what is needed to address working agreements directly with one another.

100.0/100 · SD 0.0 · n=10

TKT_D8_6 · weight: 1

New colleagues receive an explanation of how we try to address working agreements directly with one another.

85.0/100 · SD 12.2 · n=10

TKT_D8_7 · weight: 1

When we do not manage to address working agreements directly with one another, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

TKT_D8_8 · weight: 1

We use feedback to improve how we address working agreements directly with one another.

100.0/100 · SD 0.0 · n=10

TKT_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to address working agreements directly with one another.

85.0/100 · SD 12.2 · n=10

TKT_D8_10 · weight: 1

We have a clear agreement to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_1 · weight: 1

We know who is responsible for taking action to match team priorities to available time and resources.

60.0/100 · SD 12.2 · n=10

TKW_D8_2 · weight: 1

We can give a recent example where we managed to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_3 · weight: 1

We have enough time and resources to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_4 · weight: 1

Even under time pressure, we manage to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_5 · weight: 1

We ask the colleagues involved what is needed to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_6 · weight: 1

New colleagues receive an explanation of how we try to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_7 · weight: 1

When we do not manage to match team priorities to available time and resources, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

TKW_D8_8 · weight: 1

We use feedback to improve how we match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to match team priorities to available time and resources.

35.0/100 · SD 12.2 · n=10

TKW_D8_10 · weight: 1

We have a clear agreement to coordinate team decisions with customers and other teams.

85.0/100 · SD 12.2 · n=10

TKE_D8_1 · weight: 1

We know who is responsible for taking action to coordinate team decisions with customers and other teams.

35.0/100 · SD 12.2 · n=10

TKE_D8_2 · weight: 1

We can give a recent example where we managed to coordinate team decisions with customers and other teams.

60.0/100 · SD 12.2 · n=10

TKE_D8_3 · weight: 1

We have enough time and resources to coordinate team decisions with customers and other teams.

85.0/100 · SD 12.2 · n=10

TKE_D8_4 · weight: 1

Even under time pressure, we manage to coordinate team decisions with customers and other teams.

60.0/100 · SD 12.2 · n=10

TKE_D8_5 · weight: 1

We ask the colleagues involved what is needed to coordinate team decisions with customers and other teams.

60.0/100 · SD 12.2 · n=10

TKE_D8_6 · weight: 1

New colleagues receive an explanation of how we try to coordinate team decisions with customers and other teams.

85.0/100 · SD 12.2 · n=10

TKE_D8_7 · weight: 1

When we do not manage to coordinate team decisions with customers and other teams, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

TKE_D8_8 · weight: 1

We use feedback to improve how we coordinate team decisions with customers and other teams.

35.0/100 · SD 12.2 · n=10

TKE_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to coordinate team decisions with customers and other teams.

85.0/100 · SD 12.2 · n=10

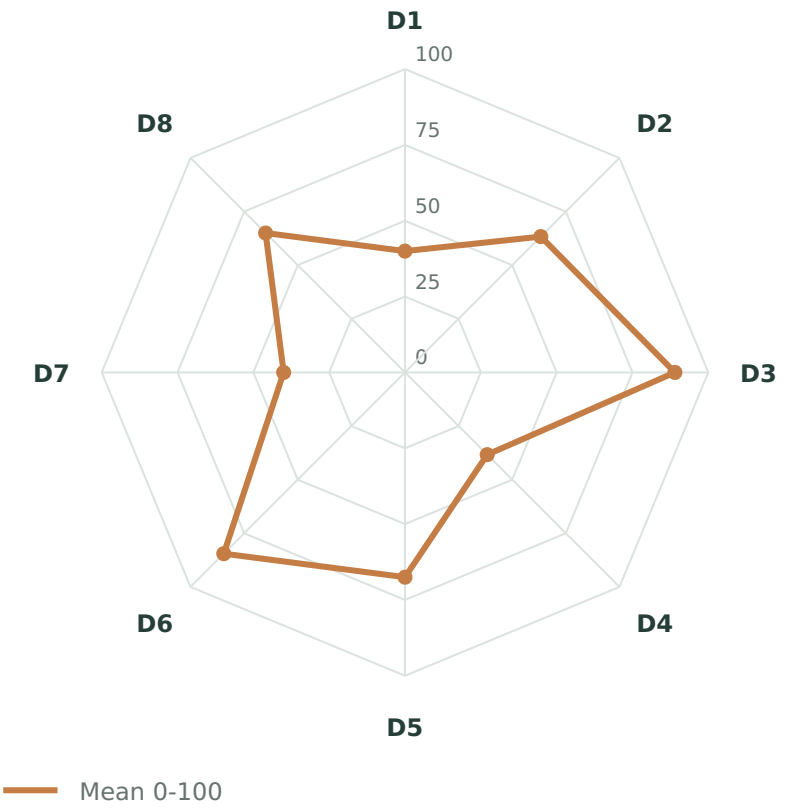
TKE_D8_10 · weight: 1

Overall profile

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

Invited: 12 | 83%

Read mean and spread together, alongside concrete work examples.



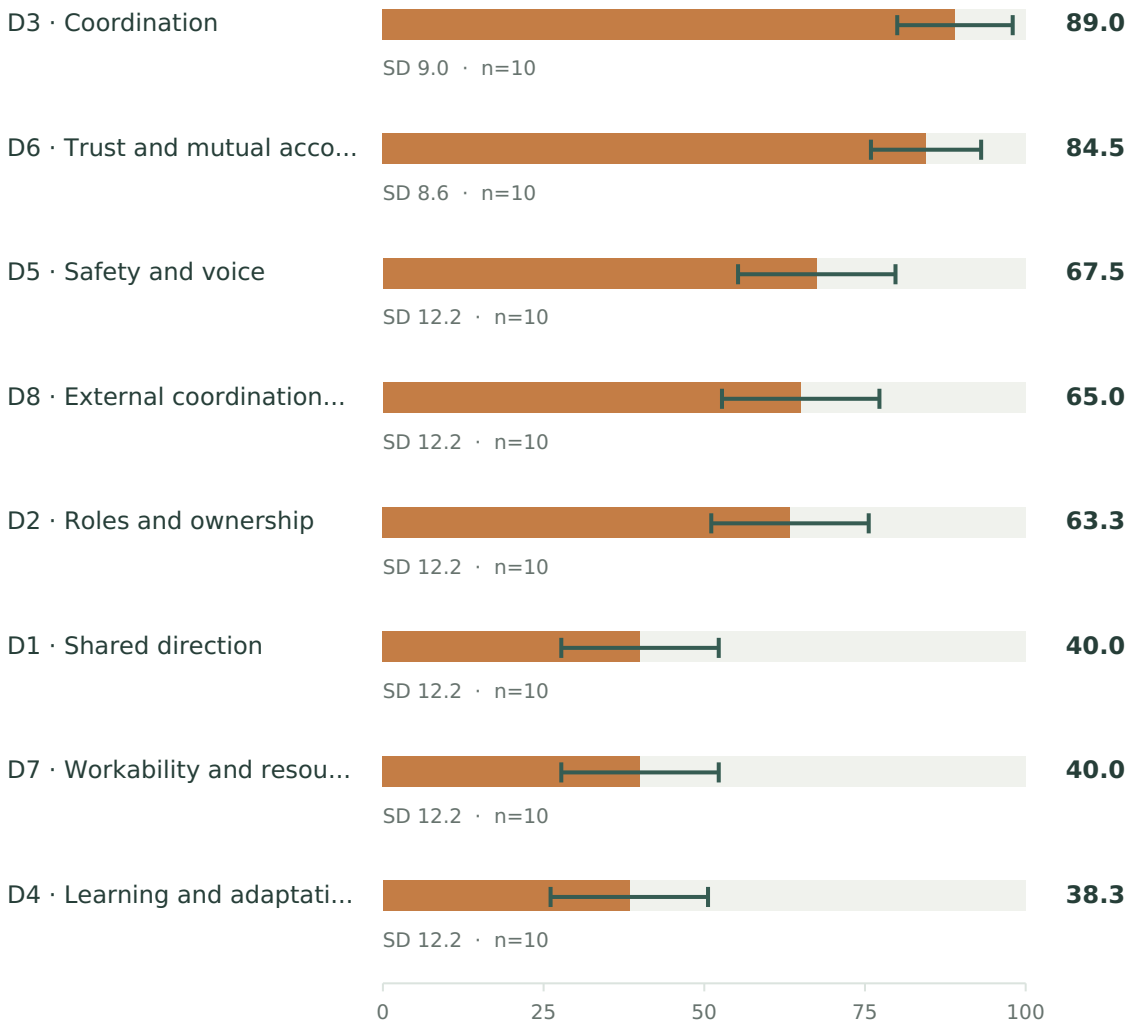
Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Shared direction	40.0	12.2	10
D2 | Roles and ownership	63.3	12.2	10
D3 | Coordination	89.0	9.0	10
D4 | Learning and adaptation	38.3	12.2	10
D5 | Safety and voice	67.5	12.2	10
D6 | Trust and mutual accountability	84.5	8.6	10
D7 | Workability and resources	40.0	12.2	10
D8 | External coordination and customer value	65.0	12.2	10

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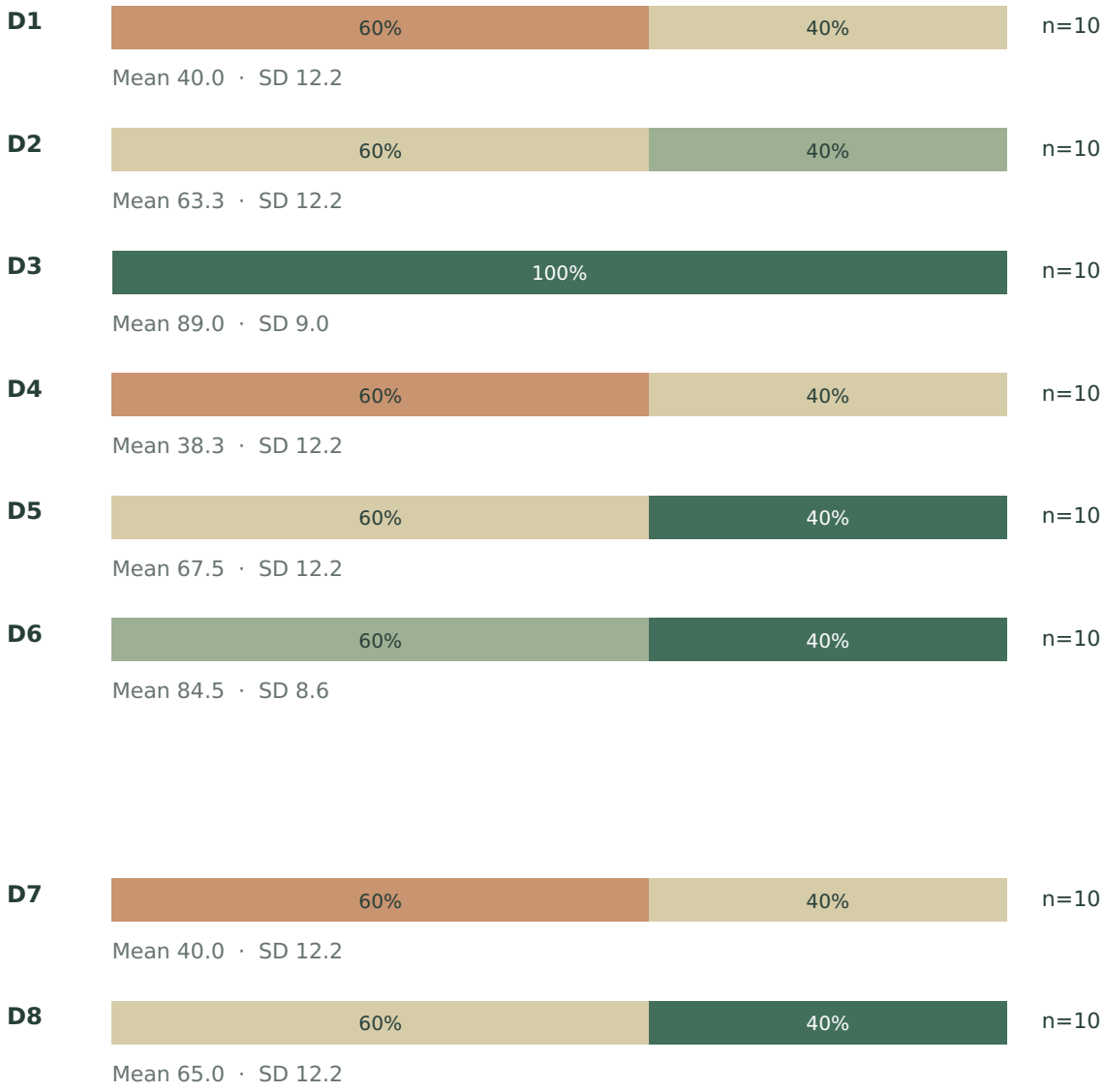
Strengths and development areas



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 | Shared direction	4	3	Yes
D2 | Roles and ownership	4	3	-
D3 | Coordination	4	3	-
D4 | Learning and adaptation	4	3	Yes
D5 | Safety and voice	4	3	-
D6 | Trust and mutual accountability	4	3	-
D7 | Workability and resources	4	3	Yes
D8 | External coordination and customer value	4	3	-

From priority to action

1. Shared direction

Specific behavior: Agree three priorities and a stop list; check one real decision against them weekly.

Owner: Team coordinator and those involved

Review date: To agree together

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

2. Learning and adaptation

Specific behavior: Review one agreement every two weeks using an observable success criterion.

Owner: Team coordinator and those involved

Review date: To agree together

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

3. Workability and resources

Specific behavior: Compare the plan with available capacity and remove or renegotiate one unrealistic task.

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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