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
61.4/100	**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?

Recovery and boundaries · 89/100

Emotional demands and support · 84.5/100

What should you discuss first?

1. Support and early adjustment · 38.3/100

2. Demands and priorities · 40/100

3. Skills and task fit · 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. Demands and priorities

Review workload and capacity together; explicitly decide what stops or waits.

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

2. Support and early adjustment

Introduce a regular capacity discussion with a concrete redistribution decision.

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

3. Skills and task fit

Discuss a task made demanding by a skills gap and organise focused support.

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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Workload and sustainable working

Example organisation · Fictional team · T1

Model version: 1.0 · 60+ · 8D

Overall score: 61.4/100

Calculated score band: 3 · Not an established developmental phase

Responses: 10/12

Demands and priorities: 40.0/100 · SD 12.2

Control and resources: 63.3/100 · SD 12.2

Recovery and boundaries: 89.0/100 · SD 9.0

Support and early adjustment: 38.3/100 · SD 12.2

Interruptions and work organisation: 67.5/100 · SD 12.2

Emotional demands and support: 84.5/100 · SD 8.6

Skills and task fit: 40.0/100 · SD 12.2

Life stages and sustainable employability: 65.0/100 · SD 12.2

Development guidance

Workload and sustainable working: Make useful habits more consistent. Explore the lowest-scoring dimension and practise one shared behaviour.

Support and early adjustment

Introduce a regular capacity discussion with a concrete redistribution decision.

Demands and priorities

Review workload and capacity together; explicitly decide what stops or waits.

A day of equine coaching

Practise boundaries, asking for help and reallocating tasks. Translate this into workload and availability decisions; do not place the solution solely on individual resilience.

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

Scoring rules

JD-R distinguishes job demands and resources. Original items explore priorities, control, recovery and support without diagnosing burnout.

Bakker & Demerouti (2007) · Job Demands–Resources

https://doi.org/10.1108/02683940710733115

Higher means more favourable perceived working conditions. Weighted mean: demands 30%, resources 20%, recovery 30%, support 20%. Demands or recovery below 40 caps level at 2. These are development thresholds, not health standards.

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.

Demands and priorities < 40 => Level <= 2

Recovery and boundaries < 40 => Level <= 2

Formula: Weighted average of all dimensions

Minimum scored questions per dimension: 10

Minimum participants: 5

Demands and priorities · weight: 1.5

Control and resources · weight: 1

Recovery and boundaries · weight: 1.5

Support and early adjustment · weight: 1

Interruptions and work organisation · weight: 1

Emotional demands and support · weight: 1

Skills and task fit · weight: 1

Life stages and sustainable employability · weight: 1

Reviewing conditions: 0 – 40

Discussing demands: 40 – 55

Organising workable demands: 55 – 70

Protecting recovery: 70 – 85

Organising sustainably: 85 – 100

Questions

The workload usually fits the available time.

35.0/100 · SD 12.2 · n=10

WDT1 · weight: 1

When work is added, we discuss what can wait or stop.

35.0/100 · SD 12.2 · n=10

WDT2 · weight: 1

We can flag unrealistic deadlines.

35.0/100 · SD 12.2 · n=10

WDT3 · weight: 1

We are routinely expected to do more than is feasible.

60.0/100 · SD 12.2 · n=10

WDT4 · weight: 1 · 6 − answer

We have concrete working agreements to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E1 · weight: 1

We know who takes the initiative to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E2 · weight: 1

We allocate time in our planning to check demands against available capacity.

60.0/100 · SD 12.2 · n=10

WDT_E3 · weight: 1

We can discuss a recent work example where we managed to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E4 · weight: 1

We ask those involved what helps them to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E5 · weight: 1

New team members also know how we try to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E6 · weight: 1

When it is difficult to check demands against available capacity, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

WDT_E7 · weight: 1

We check whether our chosen approach really helps us to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E8 · weight: 1

We question routines that hinder our ability to check demands against available capacity.

60.0/100 · SD 12.2 · n=10

WDT_E9 · weight: 1

We use feedback from those involved when we try to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E10 · weight: 1

We agree a follow-up point to review how we manage to check demands against available capacity.

35.0/100 · SD 12.2 · n=10

WDT_E11 · weight: 1

I can influence my work sequence within agreed boundaries.

60.0/100 · SD 12.2 · n=10

WDR1 · weight: 1

The tools I need are available.

60.0/100 · SD 12.2 · n=10

WDR2 · weight: 1

I can get help in time when work gets stuck.

85.0/100 · SD 12.2 · n=10

WDR3 · weight: 1

Work allocation decisions account for available capacity.

35.0/100 · SD 12.2 · n=10

WDR4 · weight: 1

We have concrete working agreements to use control and available resources.

85.0/100 · SD 12.2 · n=10

WDR_E1 · weight: 1

We know who takes the initiative to use control and available resources.

35.0/100 · SD 12.2 · n=10

WDR_E2 · weight: 1

We allocate time in our planning to use control and available resources.

60.0/100 · SD 12.2 · n=10

WDR_E3 · weight: 1

We can discuss a recent work example where we managed to use control and available resources.

85.0/100 · SD 12.2 · n=10

WDR_E4 · weight: 1

We ask those involved what helps them to use control and available resources.

60.0/100 · SD 12.2 · n=10

WDR_E5 · weight: 1

New team members also know how we try to use control and available resources.

60.0/100 · SD 12.2 · n=10

WDR_E6 · weight: 1

When it is difficult to use control and available resources, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

WDR_E7 · weight: 1

We check whether our chosen approach really helps us to use control and available resources.

60.0/100 · SD 12.2 · n=10

WDR_E8 · weight: 1

We question routines that hinder our ability to use control and available resources.

35.0/100 · SD 12.2 · n=10

WDR_E9 · weight: 1

We use feedback from those involved when we try to use control and available resources.

85.0/100 · SD 12.2 · n=10

WDR_E10 · weight: 1

We agree a follow-up point to review how we manage to use control and available resources.

60.0/100 · SD 12.2 · n=10

WDR_E11 · weight: 1

Work allows agreed breaks.

85.0/100 · SD 12.2 · n=10

WDH1 · weight: 1

Out-of-hours availability agreements are respected.

100.0/100 · SD 0.0 · n=10

WDH2 · weight: 1

We can set boundaries without being accused of lacking commitment.

85.0/100 · SD 12.2 · n=10

WDH3 · weight: 1

Overtime is taken for granted.

85.0/100 · SD 12.2 · n=10

WDH4 · weight: 1 · 6 − answer

We have concrete working agreements to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E1 · weight: 1

We know who takes the initiative to respect recovery and personal boundaries.

100.0/100 · SD 0.0 · n=10

WDH_E2 · weight: 1

We allocate time in our planning to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E3 · weight: 1

We can discuss a recent work example where we managed to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E4 · weight: 1

We ask those involved what helps them to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E5 · weight: 1

New team members also know how we try to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E6 · weight: 1

When it is difficult to respect recovery and personal boundaries, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

WDH_E7 · weight: 1

We check whether our chosen approach really helps us to respect recovery and personal boundaries.

100.0/100 · SD 0.0 · n=10

WDH_E8 · weight: 1

We question routines that hinder our ability to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E9 · weight: 1

We use feedback from those involved when we try to respect recovery and personal boundaries.

85.0/100 · SD 12.2 · n=10

WDH_E10 · weight: 1

We agree a follow-up point to review how we manage to respect recovery and personal boundaries.

100.0/100 · SD 0.0 · n=10

WDH_E11 · weight: 1

We discuss workload before work gets stuck.

60.0/100 · SD 12.2 · n=10

WDS1 · weight: 1

Our leader takes overload concerns seriously.

35.0/100 · SD 12.2 · n=10

WDS2 · weight: 1

Tasks can be redistributed when workload is uneven.

10.0/100 · SD 12.2 · n=10

WDS3 · weight: 1

After a busy period, we adjust planning where needed.

60.0/100 · SD 12.2 · n=10

WDS4 · weight: 1

We have concrete working agreements to identify and adjust overload early.

10.0/100 · SD 12.2 · n=10

WDS_E1 · weight: 1

We know who takes the initiative to identify and adjust overload early.

35.0/100 · SD 12.2 · n=10

WDS_E2 · weight: 1

We allocate time in our planning to identify and adjust overload early.

60.0/100 · SD 12.2 · n=10

WDS_E3 · weight: 1

We can discuss a recent work example where we managed to identify and adjust overload early.

35.0/100 · SD 12.2 · n=10

WDS_E4 · weight: 1

We ask those involved what helps them to identify and adjust overload early.

35.0/100 · SD 12.2 · n=10

WDS_E5 · weight: 1

New team members also know how we try to identify and adjust overload early.

60.0/100 · SD 12.2 · n=10

WDS_E6 · weight: 1

When it is difficult to identify and adjust overload early, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

WDS_E7 · weight: 1

We check whether our chosen approach really helps us to identify and adjust overload early.

10.0/100 · SD 12.2 · n=10

WDS_E8 · weight: 1

We question routines that hinder our ability to identify and adjust overload early.

60.0/100 · SD 12.2 · n=10

WDS_E9 · weight: 1

We use feedback from those involved when we try to identify and adjust overload early.

35.0/100 · SD 12.2 · n=10

WDS_E10 · weight: 1

We agree a follow-up point to review how we manage to identify and adjust overload early.

35.0/100 · SD 12.2 · n=10

WDS_E11 · weight: 1

We have a clear agreement to reduce unnecessary interruptions and duplicate work.

85.0/100 · SD 12.2 · n=10

WDO_D8_1 · weight: 1

We know who is responsible for taking action to reduce unnecessary interruptions and duplicate work.

60.0/100 · SD 12.2 · n=10

WDO_D8_2 · weight: 1

We can give a recent example where we managed to reduce unnecessary interruptions and duplicate work.

60.0/100 · SD 12.2 · n=10

WDO_D8_3 · weight: 1

We have enough time and resources to reduce unnecessary interruptions and duplicate work.

60.0/100 · SD 12.2 · n=10

WDO_D8_4 · weight: 1

Even under time pressure, we manage to reduce unnecessary interruptions and duplicate work.

60.0/100 · SD 12.2 · n=10

WDO_D8_5 · weight: 1

We ask the colleagues involved what is needed to reduce unnecessary interruptions and duplicate work.

60.0/100 · SD 12.2 · n=10

WDO_D8_6 · weight: 1

New colleagues receive an explanation of how we try to reduce unnecessary interruptions and

duplicate work.

85.0/100 · SD 12.2 · n=10

WDO_D8_7 · weight: 1

When we do not manage to reduce unnecessary interruptions and duplicate work, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

WDO_D8_8 · weight: 1

We use feedback to improve how we reduce unnecessary interruptions and duplicate work.

60.0/100 · SD 12.2 · n=10

WDO_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to reduce unnecessary interruptions and duplicate work.

85.0/100 · SD 12.2 · n=10

WDO_D8_10 · weight: 1

We have a clear agreement to provide timely support after emotionally demanding work situations.

60.0/100 · SD 12.2 · n=10

WDE_D8_1 · weight: 1

We know who is responsible for taking action to provide timely support after emotionally demanding work situations.

85.0/100 · SD 12.2 · n=10

WDE_D8_2 · weight: 1

We can give a recent example where we managed to provide timely support after emotionally demanding work situations.

100.0/100 · SD 0.0 · n=10

WDE_D8_3 · weight: 1

We have enough time and resources to provide timely support after emotionally demanding work situations.

85.0/100 · SD 12.2 · n=10

WDE_D8_4 · weight: 1

Even under time pressure, we manage to provide timely support after emotionally demanding

work situations.

85.0/100 · SD 12.2 · n=10

WDE_D8_5 · weight: 1

We ask the colleagues involved what is needed to provide timely support after emotionally demanding work situations.

100.0/100 · SD 0.0 · n=10

WDE_D8_6 · weight: 1

New colleagues receive an explanation of how we try to provide timely support after emotionally demanding work situations.

85.0/100 · SD 12.2 · n=10

WDE_D8_7 · weight: 1

When we do not manage to provide timely support after emotionally demanding work situations, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

WDE_D8_8 · weight: 1

We use feedback to improve how we provide timely support after emotionally demanding work situations.

100.0/100 · SD 0.0 · n=10

WDE_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to provide timely support after emotionally demanding work situations.

85.0/100 · SD 12.2 · n=10

WDE_D8_10 · weight: 1

We have a clear agreement to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_1 · weight: 1

We know who is responsible for taking action to match tasks to skills and development needs.

60.0/100 · SD 12.2 · n=10

WDV_D8_2 · weight: 1

We can give a recent example where we managed to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_3 · weight: 1

We have enough time and resources to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_4 · weight: 1

Even under time pressure, we manage to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_5 · weight: 1

We ask the colleagues involved what is needed to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_6 · weight: 1

New colleagues receive an explanation of how we try to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_7 · weight: 1

When we do not manage to match tasks to skills and development needs, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

WDV_D8_8 · weight: 1

We use feedback to improve how we match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to match tasks to skills and development needs.

35.0/100 · SD 12.2 · n=10

WDV_D8_10 · weight: 1

We have a clear agreement to adapt working agreements to changes in capacity.

85.0/100 · SD 12.2 · n=10

WDL_D8_1 · weight: 1

We know who is responsible for taking action to adapt working agreements to changes in

capacity.

35.0/100 · SD 12.2 · n=10

WDL_D8_2 · weight: 1

We can give a recent example where we managed to adapt working agreements to changes in capacity.

60.0/100 · SD 12.2 · n=10

WDL_D8_3 · weight: 1

We have enough time and resources to adapt working agreements to changes in capacity.

85.0/100 · SD 12.2 · n=10

WDL_D8_4 · weight: 1

Even under time pressure, we manage to adapt working agreements to changes in capacity.

60.0/100 · SD 12.2 · n=10

WDL_D8_5 · weight: 1

We ask the colleagues involved what is needed to adapt working agreements to changes in capacity.

60.0/100 · SD 12.2 · n=10

WDL_D8_6 · weight: 1

New colleagues receive an explanation of how we try to adapt working agreements to changes in capacity.

85.0/100 · SD 12.2 · n=10

WDL_D8_7 · weight: 1

When we do not manage to adapt working agreements to changes in capacity, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

WDL_D8_8 · weight: 1

We use feedback to improve how we adapt working agreements to changes in capacity.

35.0/100 · SD 12.2 · n=10

WDL_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to adapt working agreements to changes in capacity.

85.0/100 · SD 12.2 · n=10

WDL_D8_10 · weight: 1

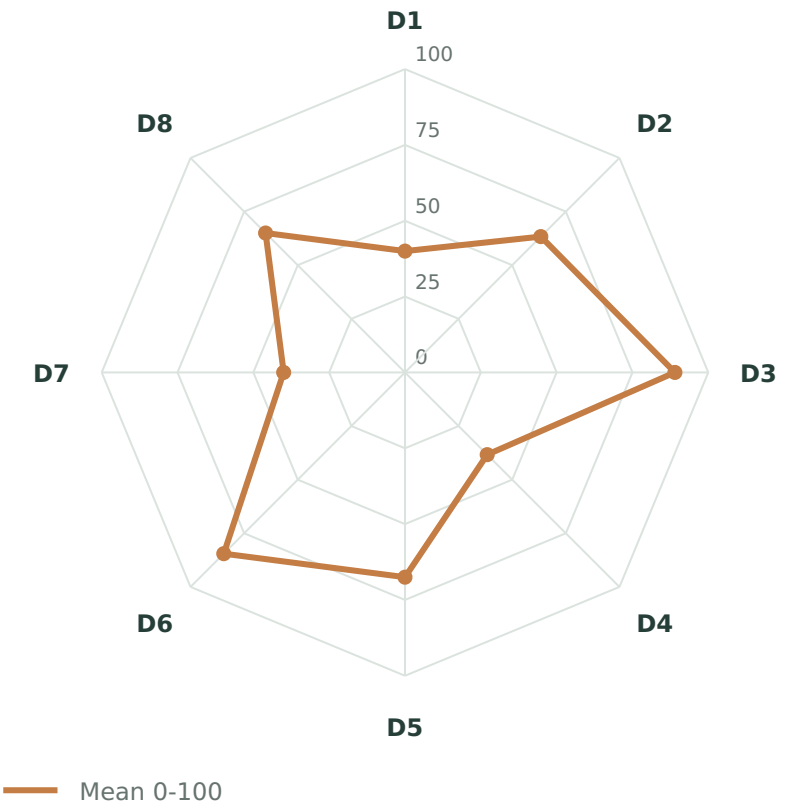
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Overall profile

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

Invited: 12 | 83%

Read mean and spread together, alongside concrete work examples.



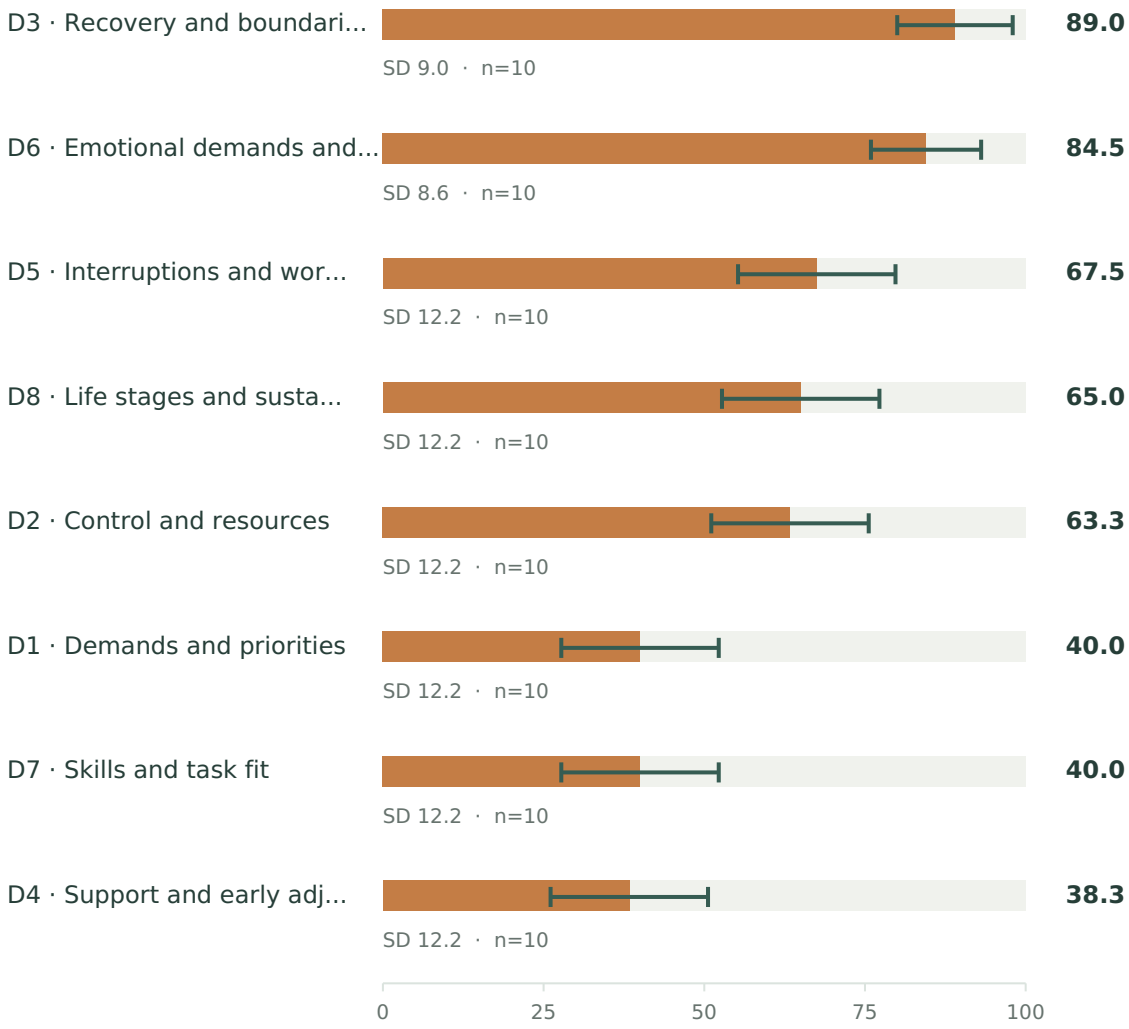
Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Demands and priorities	40.0	12.2	10
D2 | Control and resources	63.3	12.2	10
D3 | Recovery and boundaries	89.0	9.0	10
D4 | Support and early adjustment	38.3	12.2	10
D5 | Interruptions and work organisation	67.5	12.2	10
D6 | Emotional demands and support	84.5	8.6	10
D7 | Skills and task fit	40.0	12.2	10
D8 | Life stages and sustainable employability	65.0	12.2	10

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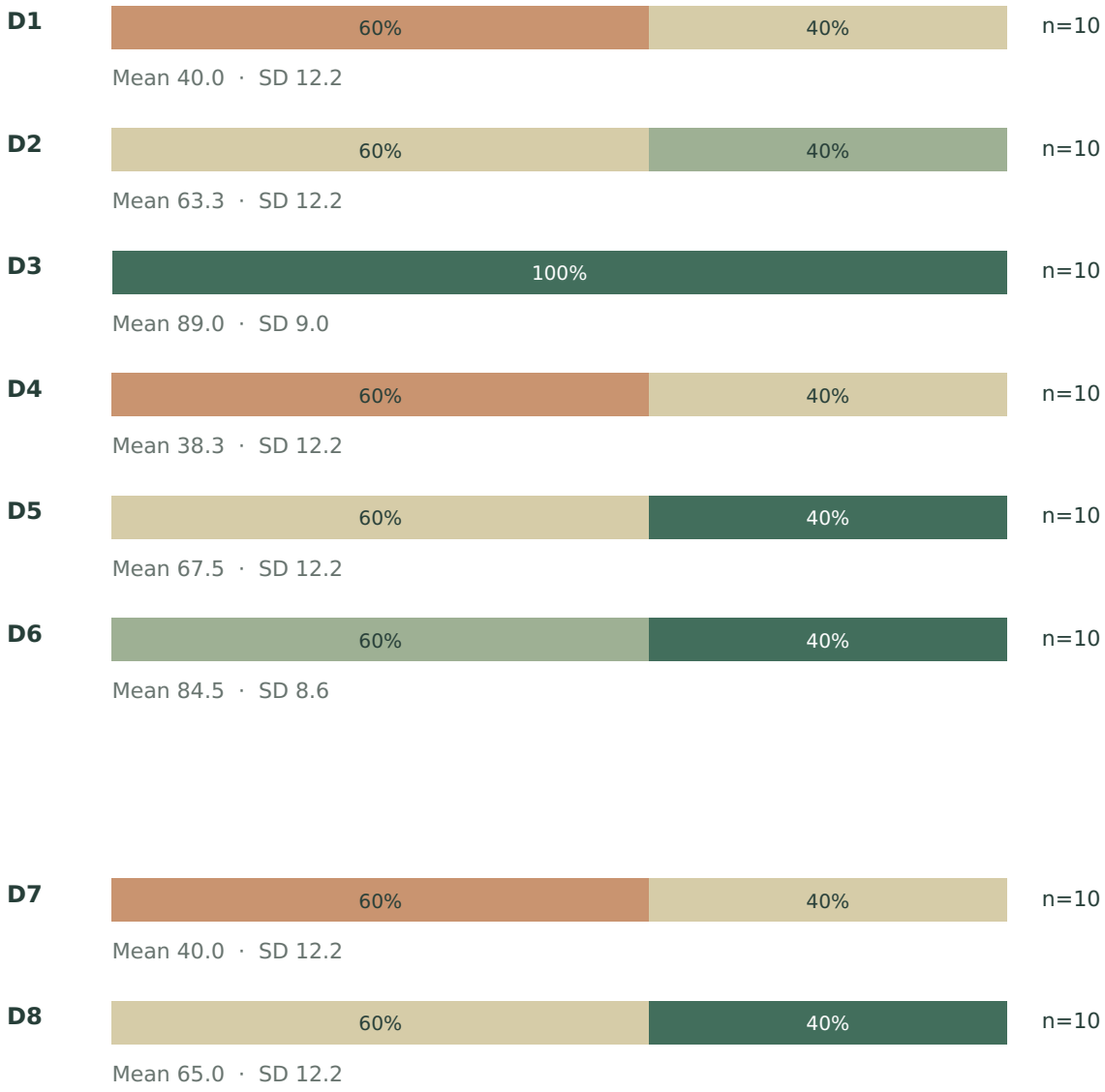
Strengths and development areas



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 | Demands and priorities	4	3	Yes
D2 | Control and resources	4	3	-
D3 | Recovery and boundaries	4	3	-
D4 | Support and early adjustment	4	3	Yes
D5 | Interruptions and work organisation	4	3	-
D6 | Emotional demands and support	4	3	-
D7 | Skills and task fit	4	3	Yes
D8 | Life stages and sustainable employability	4	3	-

From priority to action

1. Demands and priorities

Specific behavior: Review workload and capacity together; explicitly decide what stops or waits.

Owner: Team coordinator and those involved

Review date: To agree together

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

2. Support and early adjustment

Specific behavior: Introduce a regular capacity discussion with a concrete redistribution decision.

Owner: Team coordinator and those involved

Review date: To agree together

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

3. Skills and task fit

Specific behavior: Discuss a task made demanding by a skills gap and organise focused support.

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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