

Thank you for completing this assessment tool. This tool assesses the resilience of a team or group, based on their business relationships across three key dimensions:

1. Are the relationships on the team Strong and creating value?
2. Are the relationships Flexible and able to deal with stress and change?
3. Are the relationships on the team Fair to all the people involved?



This tool does not assess individual personalities or types. You are likely to have a different result for different teams or groups, depending on the context and your role and membership on that team.

For the most useful information, please have all the people on the team take the assessment on their own, and then discuss the results with each other so you can identify differences in perceptions and find new ways to increase the resilience of the business relationships.

The business relationships on this team tend to be: Fluid

Somewhat Flexible

Somewhat Fair

Somewhat Strong



Fluid

While it seems this team makes things easy, it is also not very valuable or equitable and so might breakdown under too much stress and change. The team is able to flex and make changes as conditions change, but the team does not create significant business results and is not always fair to everyone. Your first step will be to build agreement within the team on the need for change. Start to gather feedback, first from individuals and then as a group, on what is not working and what needs to change. Try to identify ways to create more valuable results for the organization and ensure those outcomes also contribute to every person's goals and needs. You may want to exchange feedback to develop ways to make the *benefits* received by each person in the team are more fairly in line with the *efforts* put in by each person. Then use your current top priority business goals to practice new behaviors for conflict, decision-making and collaboration. Use this link to return to the [on-line course](#) "Agile Leadership."



For the full version of this assessment, as well as strategies and practical tools for creating resilient business relationships - with customers, teams and whole organizations - read Michael Papanek's new book "**From Breakdown to Breakthrough: Forging Resilient Business Relationships in the Heat of Change**".