

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: Equitable

Somewhat Flexible

Very Fair

Somewhat Strong



Equitable

This team seems to be based on a good interpersonal connection and mutual respect, but does not produce significant results and is not flexible enough to hold up under significant change. 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. You might try to identify more valuable results the team could produce, and find new ways you can contribute to each person's goals and outcomes, to avoid going into breakdown mode under stress. 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**".