



PBC High Performing Team Assessment (HPTA)

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PURPOSE	To measure teams' performance levels and culture to improve team effectiveness
ADMINISTER TO	Team members
ADMINISTRATION TIME	15 minutes (60 items)
SCORING OPTIONS	Client Services
PUBLICATION DATE	2017
HPCSA	No
TRAINING	Compulsory webinar
LANGUAGES	English

Organisations are becoming increasingly reliant on teams to execute organisational strategies and produce results. Effective teams provide greater decision-making capability and capacity to navigate increasingly complex work environments. With the work context changing, it has become more important to make use of team diagnostic tools that identify processes and behaviours that are critical to the successful collaboration of team members and effectiveness with which teams achieve organisational goals.

The HPTA identifies essential characteristics required for team effectiveness and efficiency, providing team members with the opportunity to gather feedback from each other about their team's performance and culture. Factors that impact on the teams' capability to achieve deliverables, and standards of teamwork behaviours and values are considered.



ASSESSMENT SCALES

The HPTA consists of 12 scales:

- **PERFORMANCE:** Strategy, Innovation, Accountability, Leading Change, Results, Meeting Effectiveness
- **CULTURE:** Trust, Professional Conflict, Communication, Emotional Intelligence, Collaboration, Resilience

AREAS OF APPLICATION

- Team building and development
- Benchmark and track performance

REPORT OPTIONS

- **HPTA Executive:** for senior leadership teams who are responsible for performance management and direction of an organisation.
- **HPTA Management:** for teams within an organisation who are responsible for running business units or departments.
- **HPTA Frontline:** for groups of frontline employees with complementary skills and capabilities who need to work together to perform an ongoing function
- **HPTA Agile:** for groups of employees with complementary skills and capabilities who have to achieve a specific purpose within a defined period of time.

SOUTH AFRICAN RESEARCH

South African research is not currently available for the HPTA, and JvR Psychometrics welcomes the opportunity to partner with clients in conducting research studies in their organisations.

