



**CTS**  
THE TRUE EDGE  
IN TEAM CULTURE

## Circumplex Team Scan™ (CTS)

# PRODUCT OVERVIEW

### WHAT IT MEASURES

Team behavioural norms measuring 8 styles:

- Courageous & Confident
- Engaged & Open
- Respectful & Modest
- Yielding & Cautious
- Timid & Hesitant
- Evasive & Guarded
- Rude & Combative
- Competitive & Pushy

### WHO IT IS FOR

- Intact teams interested in measuring team culture norms

### SURVEY COMPONENTS

- 1 x current team culture survey
- 1 x ideal team culture survey
- 64 items
- 12 team culture outcomes

### TIME TO COMPLETE

10 minutes per survey

### COMPLETION METHOD

- “Real-time” via smartphone, tablet or laptop during a Team Culture Workshop OR
- Email notification to individual respondents to complete within the survey timeframe (typically 2-3 weeks)

### DEBRIEFING OPTIONS

- “Real-time” debriefing and action planning during a Team Culture Workshop OR
- Cascade communication of results after on-line collection (typically 4+ weeks after collection)

### REPORTING OPTIONS

- “Real-time” display of team culture results during a Team Culture Workshop
- HTML link to team culture results
- Paper-based Team Culture Feedback Reports

### NORMS

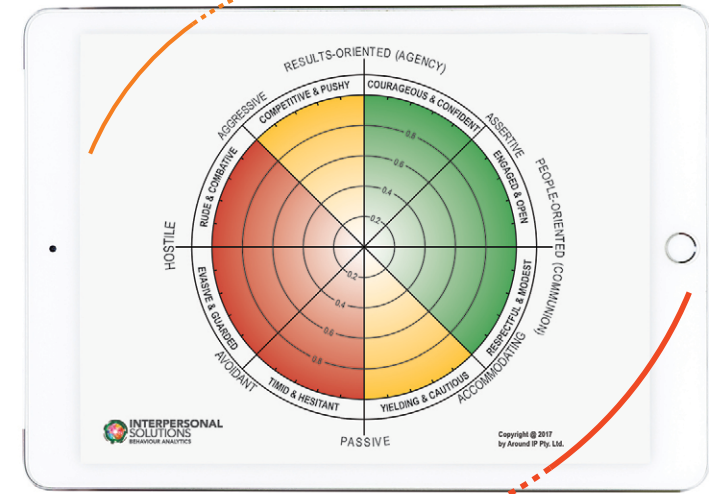
- Australian organisations



# Whilst culture has many layers, interpersonal behavioural norms are the most easily observed, measured, and influenced aspect of culture.

How people interact and communicate with each other is a reliable manifestation of the deeper layers of culture. And as such, analysing, activating, and aligning these interpersonal behavioural norms becomes the key to culture change.

The Circumplex Team Scan™ (CTS) provides teams with a contemporary and powerful tool to measure, and align their team's behaviour norms – their team culture.



## 8 Culture Style

### COURAGEOUS & CONFIDENT

Team members tend to act boldly, decisively, and fearlessly; they are comfortable being assertive and taking charge.

### ENGAGED & OPEN

Team members tend to welcome opportunities to interact and communicate with each other; they are involved and eager to share their perspectives

### RESPECTFUL & MODEST

Team members tend to support and care for each other; they are mindful not to behave in ways that other members might consider boastful or annoying.

### YIELDING & CAUTIOUS

Team members tend to be very conflict-avoidant; they are careful not to say or do anything that might provoke controversy or negative attention.

### TIMID & HESITANT

Team members tend to anxiously avoid appearing assertive and ambitious; they prefer to remain inconspicuous and follow the lead of others.

### EVASIVE & GUARDED

Team members tend to ignore or avoid each other; they may avoid contributing because they doubt their contributions would be positively received.

### RUDE & COMBATIVE

Team members tend to forcefully struggle among themselves for power and dominance; they sometimes undercut, belittle, and bully each other to get their way.

### COMPETITIVE & PUSHY

Team members tend to compete with each other for attention and prestige; they strive for opportunities to distinguish themselves and advance their own careers.

