

Guide

How to Use Your Team Signal Results

Turning Insight Into Action

Your team has already done the hard part. You took the time to gather honest feedback about how work is actually happening across the team. That is not always easy. The scorecard gives you something many teams never get: a shared view of where work feels smooth, where friction is building, and where small changes could make execution easier for everyone.

Now comes the important part: deciding what to do with that information. The goal is not to fix everything at once. The goal is to identify one meaningful place to start, strengthen it together, and build momentum from there. This guide will help your team turn your Team Signal results into a productive conversation and a practical next step.

01 Review the Scorecard Together

Set aside dedicated time to discuss the results as a team. Avoid trying to squeeze the conversation into the last ten minutes of an already crowded meeting.

The purpose of this discussion is not to debate the scores. It is to understand what the results may be telling you about how work is moving through the team.

As you review the scorecard, focus on understanding before problem-solving.

Questions to Discuss

- * What feels accurate about these results?
- * What surprised us?
- * Where do we see these patterns showing up in our work today?
- * What examples come to mind?
- * If someone new joined the team tomorrow, what parts of these results would they notice first?

A Helpful Reminder

It is normal for people to have different reactions to the results. Some findings will feel obvious. Others may feel surprising. Team members may have different experiences of the same team, especially during periods of change or pressure.

The goal is not to determine who is right. The goal is to understand what the team is experiencing and identify where improvement could have the greatest impact.

Avoid These Common Mistakes

01 Treating The Scorecard Like A Report Card.

The scorecard is not measuring whether your team is good or bad. It is helping you understand how work is currently moving through the team.

02 Looking For Who Caused The Results.

Team Signal is designed to surface patterns, not assign blame. The most productive conversations focus on the work itself rather than individual people.

03 Jumping Immediately To Solutions.

Take time to understand the results before deciding what to do next. Teams often learn as much from the conversation as they do from the scores.

02 Explore the Playbook Together

Your Team Signal scorecard identified the operating habit most affecting execution right now.

The accompanying playbook is designed to help you strengthen that habit through four practical behaviors. As a team, review the playbook together.

Pay particular attention to:

* The habit definition

* Why this habit holds teams back

* The four behavior packages

* The examples and reflection questions

As you discuss the playbook, focus on recognition rather than action.

Questions to Discuss

01 Which Parts Of This Feel Most Familiar?

02 Where Do We See These Patterns Showing Up Today?

03 Which Sections Generated The Strongest Reactions?

04 Which Behaviors Already Exist On Our Team?

05 Which Behaviors Happen Occasionally But Not Consistently?

A Helpful Reminder

Every team already has strengths. In fact, your team is probably already practicing some version of several behaviors in the playbook today.

The goal is not to become perfect at all four behaviors. The goal is to identify the behavior that would help your team most right now.

03 Pick a place to Start

One of the most common mistakes teams make after receiving feedback is trying to improve everything at once.

Team Signal takes a different approach. Rather than tackling multiple changes simultaneously, focus on one behavior that has the greatest potential to improve how work moves through the team.

Review the four behaviors in your playbook and discuss:

* Which behavior feels most relevant to our current challenges?

* Which behavior would reduce the most friction?

* Which behavior is most absent from how we currently work?

* Which behavior feels realistic for us to strengthen together?

You do not need unanimous agreement. You simply need enough shared commitment to practice one new behavior consistently.

Remember

The goal is not to identify the “best” behavior. The goal is to identify the behavior most likely to improve execution right now.

04 Practice One New Habit for the Next 30 Days

Once you have selected a behavior, commit to practicing it consistently for the next month.

Treat the behavior as a team experiment rather than a permanent change. Give yourselves permission to learn as you go.

New habits often feel awkward at first. That is normal. Most teams experience a period where the behavior feels unfamiliar before it begins to feel useful. As you practice the behavior, pay attention to what changes.

You might notice shifts in:

01

Coordination

02

Prioritization

03

Follow Through

04

Decision-Making

05

Communication

06

Team Energy

You are not looking for perfection. You are looking for evidence that the behavior is helping work move more effectively through the team.

05 Check In on What's Changing

After 30 days, schedule time to reflect on what you learned.

Discuss:

* What improved?

* What stayed the same?

* What became easier?

* What remained difficult?

* What did we learn about how our team works?

* What would we like to continue doing?

If the behavior is helping, continue strengthening it. If another behavior has become the larger constraint, revisit the playbook and decide where to focus next.

Improvement rarely comes from one major breakthrough. More often, it comes from small, repeatable shifts that compound over time.

A Final Thought

The strongest teams do not improve by simply working harder. They improve by strengthening the habits that shape how work gets done.

Your Team Signal results identified one place where improvement is likely to have the greatest impact. The scorecard helped you see it. The playbook will help you understand it and strengthen it. This guide will help your team turn those insights into a productive conversation and meaningful action.

Choose a place to start. Practice it consistently. Learn from the experience. Then build from there. Small changes, repeated over time, are often what separate teams that struggle under pressure from teams that continue moving forward together.