**Summary of Results**

**Overall Score and Interpretation:**

* My overall score was 49. It reflects a strong foundation in team leadership, with most responses indicating a solid understanding and application of team excellence principles. Most of my scores are 4s, which suggests I have a clear grasp of goal setting, fostering a collaborative climate, and ensuring team members possess the necessary skills.

**Key Insights**

1. **Strengths:**
	* **Clear, Elevating Goal (Score: 4):** I excel in defining and communicating the team's purpose, ensuring everyone is aligned with the overarching objectives.
	* **Unified Commitment (Score: 4):** I have successfully created an environment where team goals take precedence over individual ambitions, promoting a strong sense of unity.
	* **Collaborative Climate (Score: 4):** Trust and open communication are evidently prioritized, enabling team members to share feedback and perceptions effectively.
2. **Areas for Improvement:**
	* **Results-Driven Structure (Score: 3):** While I have a method for monitoring performance, there may be room to enhance feedback mechanisms to drive better results.
	* **Standards of Excellence (Score: 3):** Encouraging the team to exert more pressure on itself to improve performance could lead to even higher standards.
	* **Building Confidence (Score: 3):** Acknowledging team members' contributions more frequently could boost morale and confidence.

**Personal Reflection and Learning**

**What You Learned About Yourself:**

* The survey highlights my strengths in goal setting and fostering a collaborative environment, which are crucial for effective team leadership. It also reveals an opportunity to enhance feedback and recognition practices, which can further motivate and engage my team.

**Modifications and Enhancements:**

1. **Enhance Feedback Mechanisms:**
	* Implement regular performance reviews and one-on-one feedback sessions to provide constructive insights and recognize achievements.
2. **Elevating Standards of Excellence:**
	* Encourage a culture of continuous improvement by setting higher benchmarks and celebrating milestones to motivate the team towards excellence.
3. **Boost Recognition Practices:**
	* Develop a system for regularly acknowledging team members' contributions, whether through verbal praise, written notes, or team meetings, to build confidence and morale.

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