**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.

**John Crist** | President  
[info@prestiziainsurance.com](mailto:info@prestiziainsurance.com) | 972-854-7784



**Prestizia Insurance**  
Office: 855-436-6353 | Fax: 844-331-6003  
6060 N Central Expy Suite 500 Dallas, TX 75206  
CAGE: 8KPZ6 | UEI: PGYWQQJ1D2K4 | DUNS: 080217734  
[www.prestiziainsurance.com](http://www.prestiziainsurance.com/)