

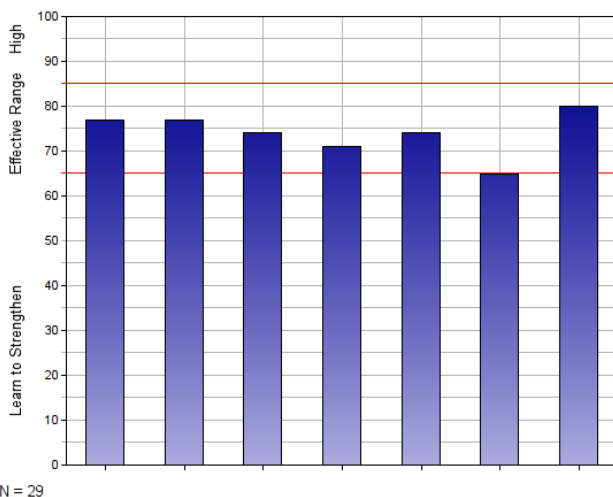
TESI® 2.0 HAS ARRIVED!!!

- Marcia Hughes and James Terrell

Your clients want more resources to support their teams and we are responding with the new TESI 2.0 supported by a highly informative User's Manual. Join us at our Engagement Webinars August 8 or August 25 (link each) to learn more and participate in the roll-out discussion!

The economy is thawing, new job opportunities are opening and organizations that want to keep their talent will have to keep them happy. Being grateful for merely having a job is no longer reliable motivation. Enter TESI 2.0!

The new TESI Report is colorful and readable!



- The team model and Collaborative Intelligence are explained on p. 2.
- Each of the seven competencies has its own page with more descriptive information and new ideas for building skills, all presented in a user friendly style.
- The score a team needs to be effective or high functioning is recalibrated and raised.
- The team results table includes

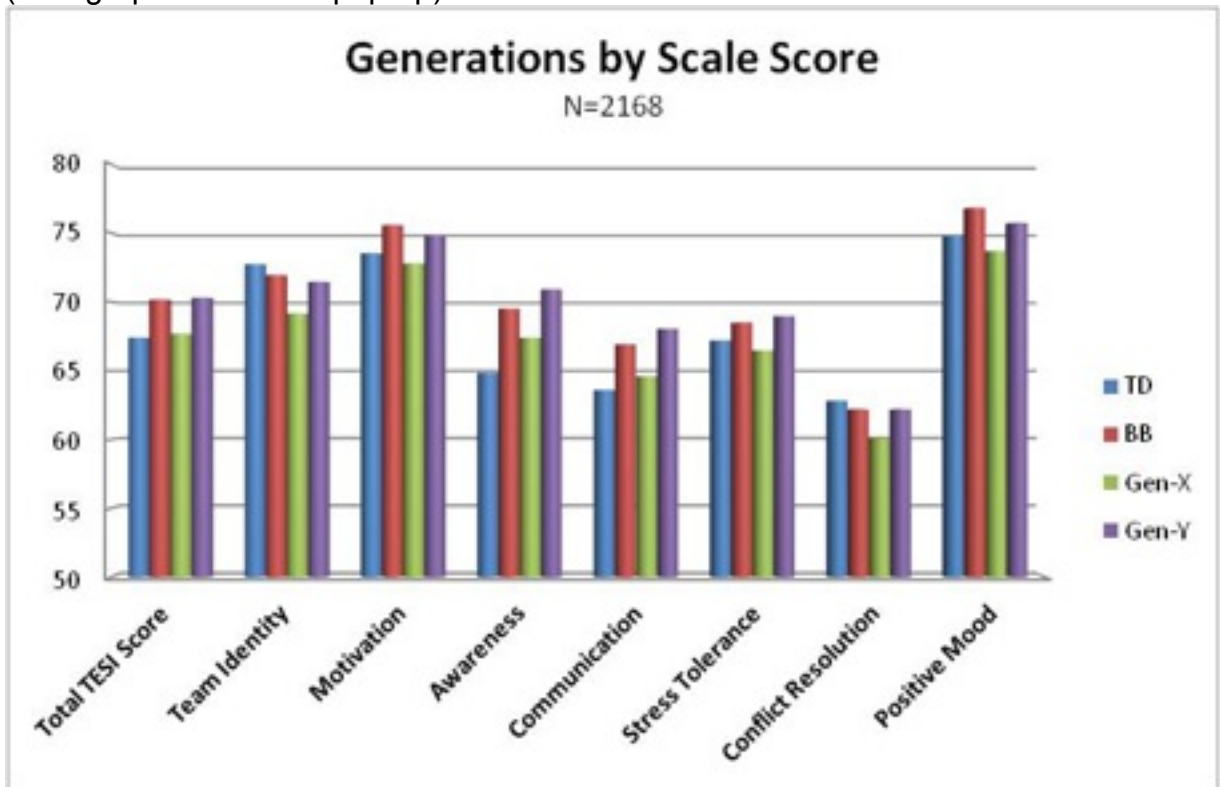
a Total TESI Score (TTS), which you'll also find available with all other data.

- Age information includes generational information!
- Several case examples are added to the User's Manual!
- The User's Manual is always available to you online in your TESI Associates Site. The TESI 2.0 has an updated robust psychometric evaluation with 2,398 data points from users in North America! Be sure to review the new Chapter Six in the User's Manual in your TESI Associate site.
- Your Coach's Page has more information and is more readable. The TTS (Total TESI Score) is added for each data point – age, gender, longevity and departments, and we broke it into 2 pages to make it easier to read.



You asked for expansion of the age comparison data to include Generations and you have it. The TESI 2.0 added the ability to look at scores by generations (Traditionalists, age >69; Baby Boomers, age 50-68; Generation X, age 34-49; Generation Y, age <34). Table 6.7 in the User's Manual shows scale scores by generation from a sample of 2168 team members. Team member ages are as of 2013. In general, Generation X tends to give lower ratings than the other groups; however there are many nuances between generations depending on the competency. We are eager to have some very interesting conversations with you about what this means!

(This graph could be a pop-up)



Since 2007 the *Team Emotional and Social Intelligence Survey*[®], affectionately known as TESI[®], has been field tested in Gaza, Kosovo, Haiti, Apple, American Express, the US Air Force, by teams operating hydroelectric generation plants, teams that procure everything from paperclips to battleships for Homeland Security in the US, teams of police officers in South Africa, and healthcare practitioners from nurses to quality control officers to physicians.



Here's why it can consistently help teams that face such diverse challenges in such diverse settings: the seven competencies TESI 2.0 measures cover the whole range of requisite components for effective team communication. The team report shows the team where it needs to take more risks, be more honest, change strategies and/or get more practice. The individual report shows each team member how his/her experience of the team compares with the team's composite experience. Where a member's score is significantly lower than the team's it typically indicates an area for their potential development *or a weakness in the team process* that needs re-design.

We encourage everyone to attend one of our upcoming webinars (August 5 and August 25) where we will give you a step-by-step tour of the TESI 2.0, acquaint you with the new features, and refresh your memory on the best way to use this assessment to help teams reduce stress and conflict while improving the day to day emotional environment of the workplace.

We would also love to hear some of your interesting stories about how the TESI helped teams struggling with trust issues or ineffective leaders or anything that might help your fellow TESI Associates deliver even more value to teams in trouble or those that are stretching their muscles to improve! Send us your story – the first five stories WIN a free TESI 2.0 Report!