



TEAM CLOCK®
INTERPERSONAL ASSESSMENT

INTERPERS  NAL

**ASSESSMENT
CARDS**

How to use the Interpersonal Assessment Cards

WELCOME!

Welcome to the **The Team Clock® Interpersonal Assessment**. Now that you have read the book, the next step is to discover the areas where your connections need attention. This exercise will unveil the relationship domains that have the greatest opportunities for conversations and change.

You'll then need to make the time to have these conversations. By collaborating in these discussions, you establish your commitment to the relationship and set milestones and timeframes for the changes you wish to accomplish. With bravery and hard work, you move the relationship beyond the exercise of assessment to create measurable changes in the health and wellness of your day-to-day interactions.

SORTING

The Team Clock® Interpersonal Assessment deck contains 40 red Question cards and 5 black Category cards (**Strongly Disagree/Disagree/Neutral/Agree/Strongly Agree**).

Begin the assessment by laying the 5 black category cards from left to right with “Strongly Disagree” on the far left, then “Disagree”, “Neutral” in the middle, then “Agree”, and “Strongly Agree” on the far right. Now, simply go through the 40 question cards and place each one below one of the 5 Category card piles based on your initial response to the questions.

SCORING

1. Calculate the average score in each pile.

Example:

- The *Strongly Disagree* pile has 8 cards (six scoring “5” and two scoring “1”). The total score for this pile would be 32 ($6 \times 5 + 2 \times 1$). The average would be 4.0 (32 divided by 8).
- The *Disagree* pile has 12 cards (eight scoring “4” and four scoring “2”). The total score for this pile would be 40 ($8 \times 4 + 4 \times 2$). The average would be 3.3 (40 divided by 12).
- The *Neutral* pile has 5 cards (all five scoring “3”). The total score for this pile would be 15 (5×3). The average score would be 3.0 (15 divided by 5).
- The *Agree* pile has 10 cards (seven scoring “4” and three scoring “2”). The total score for this pile is 34 ($7 \times 4 + 3 \times 2$). The average score would be 3.4 (34 divided by 10).

- The *Strongly Agree* pile has 5 cards (two scoring “5” and three scoring “1”). The total score for this pile is 13 ($2 \times 5 + 3 \times 1$). The average score would be 2.6 (13 divided by 5).

2. Calculate the Overall Mean Score.

- a. In each of the five piles, multiply the number of cards by that pile’s average to determine the category score.

Example:

- The *Strongly Disagree* category score is 32.0 (8 cards/average of 4.0). The *Disagree* category score is 39.6 (12 cards/average of 3.3). The *Neutral* category score is 15.0 (5 cards/average of 3.0). The *Agree* category score is 34.0 (10 cards/average of 3.4). The *Strongly Agree* category score is 13.0 (5 cards/average of 2.6).
- b. Add these five category scores together and divide by 40.

Example:

- The Overall Mean Score is 3.34
($32.0 + 39.6 + 15.0 + 34.0 + 13.0 = 133.6$ divided by $40 = 3.34$).

KEY

3.5 - 5.0

This relationship is anchored in healthy dynamics. Leverage areas of strength (questions scored at “4” or “5”) and prioritize vulnerabilities (questions scored at “1” or “2”). Proactive attention to the earliest symptoms of struggle will ensure continued growth and effective adaptation to the expected and unexpected challenges that lie ahead. The strength of the relationship’s foundation will support smart risks and brave growth.

2.5 - 3.5

This is an average relationship. Use the question cards to determine where best to devote collaborative work (strengthening questions scored at “4” or “5” and designing actions to mitigate vulnerabilities in questions scored at “1” or “2”). Courageous attention to these opportunities is likely to grow the relationship in a healthy direction. Neglect will anchor the struggles as norms. Creating an action plan with defined goals will boost accountability to relationship wellness.

1.0 - 2.5

Unhealthy dynamics are creating ineffective interactions. Identify areas of highest priority (questions scored at “1” or “2”) and commit to an action plan with specific checkpoints. Unresolved difficulties that get woven into the fabric of the relationship are bound to influence the effectiveness of future interactions. Address the domains of norms, conflict, and accountability first to create strength in the foundation of the relationship.

DISCLAIMER

This is not therapy. By choosing to look at the strengths and vulnerabilities of your relationship, you have not entered into professional counseling. You have merely chosen to invest more deeply into your connection. If you need help beyond your own resources, find a qualified therapist. But there's plenty you can do on your own. Understand your history. Look for the themes and patterns that mark your most important connections. Find the reason these themes exist. What purpose do they serve? What should you do next? What are you willing to change? This is the essence of self-help.

