

BRITE Comparative Review Top Team Assessments

	Viewpoint - how views team	Focused specifically on Team	Depth of Coverage (the more comprehensive the better)	Covers both team skills and dysfunctions	Nature of Assessment (ease of use - online surveys being the easiest)	Feedback oriented for different types of teams	Perspective (data collected from all team members about the team)	Includes Standards / Benchmarks	Based on a well-researched model	Strong psychometrics	Self-contained Can be bought and used by 3 rd parties, w/o certification	Doesn't require coach / consultant	Has other services tied to results (e.g., coaching, development programs)	Cost (where known)
BRITE	Complex & Dynamic Energy System	✓	Comprehensive - multiple team factors	✓	Online survey	✓	✓	✓	✓	✓	✓	✓	✓	\$1,500 per team, regardless of team size
AllR Team Effectiveness Survey	Team Productivity and Team Culture are key to team effectiveness	✓	Comprehensive - multiple team factors	✓	Online survey		?	✓					✓	\$400 per team plus debrief fees
Birkman Method Assessment	Help teams use their collective strengths to move projects forward with purpose through better understanding of personality	✓	Comprehensive - multiple team factors		Intensive observations, interviews, & activities	✓	✓	?	?				✓	\$475 - \$650 per person
Clifton Strengths by Gallup	Teams are better when each individual has maximized their strengths		Individual qualities only		Online survey					✓			✓	\$59.99 per person
Disc Profile	Individual development leads to better teams		Personality factors only		Online survey				✓	✓	✓		✓	\$189 per person
Five Behaviors of a Cohesive Team	There are five core behaviors that increase engagement, cohesion, and productivity	✓	Comprehensive - multiple team factors	✓	Online survey				✓*		✓			\$1,495 for kit
Fundamental Interpersonal Relations Orientation (FIRO)	Interpersonal needs influence communication styles and behaviors on a team (team relationships)		Individual relationship quality only		Online survey						✓		✓	?
Hogan (HPI, HDS, MVPI)	Collection of individual personalities		Personality factors only		Online survey			✓	✓	✓	✓			\$30-\$400 per person - could be
Human-telligence (HT)	Who do you have to hire to make the best teams	partly	More about team composition and team building		Online survey + work manual completion			?	✓	?			✓	\$5,000 per year
Leadership Practices Inventory	Build a better team through individual strengths		Individual leadership qualities only		Online survey			✓	✓	✓	✓	✓	Depending on the consulting group using	\$220 - \$300 per person

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Leading From Your Strengths	Find individual value to the team, based on individual preferences		Individual qualities only		Online survey								✓	\$35 per person + \$29 per team + unknown fee to debrief
Predictive Index Design	Interaction between the individual and the team	✓	Team composition & alignment only		Online survey + interviews	✓	✓	?	?	✓	✓		✓	? Subscription based
Shadowmatch	Maximizing individual's performance impact's team performance	✓	Comprehensive - multiple team factors		Interactive workshop where assessment occurs by consultants	?	✓						✓	?
Team Assessment Report (Table Group)	Make teams more cohesive	✓	Comprehensive - multiple team factors		Online survey		✓		✓*		✓	✓	✓	\$56.60 per person
Team Assessment Survey (TAS III)	Help teams (particularly developing teams) identify and leverage strengths and areas of needed improvement	✓		✓		?	?	✓	✓		✓	?	✓	\$95 per team + set up fee up to \$750
Team Diagnostic Survey (TDS)	Provides feedback on the 6 Tea Conditions related to team effectiveness	✓	Comprehensive - multiple team factors		? Online survey? (not completely clear if this is a survey)		?	✓	✓**				✓	\$545 per team + debrief fees
Team Effectiveness Assessment (John Molson Executive Centre)	Understanding roots of problems that limit team effectiveness	✓	Comprehensive - multiple team factors		Online survey		✓							\$2,950 per team and includes a debrief
The Five Behaviors Team Development (is a subsidiary product of Everything DISC)	Based on extensions of individual performance and meant to be employed with the DISC	✓	Individual leadership qualities mostly, some general assessment of team	✓	Online surveys - two different surveys		?		✓*	✓	✓		✓	\$135 - \$695 per person, depending on consulting group and whether it includes both individual and team results.

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Thomas Kilmann conflict mode Instrument (TKI)	Promoting effective teamwork through understanding conflict resolution styles	✓	Limited to conflict management only		Online survey								✓	\$45 per person
Truity at Work	Teams are an outgrowth of the Big Five personality		Personality factors only		Online survey				✓		✓	✓		\$20 per person – don't get anything team-wise back
TTI Disc	Team is a group of individuals who behave differently and you have to have the right composition		Personality factors only		Online survey		?		✓			✓		\$100 per person
TTI Team Building	Teams are about bonding and communication	✓	Comprehensive - multiple team factors	?	In-person observation and activities, may also have a survey									\$3,760 per team

* Based on Lencioni's Five Dysfunctions of a Team

** Based on Hackman's Model – one of the most comprehensive models out there (besides BRITE)

Note: costs are often per person and so a team of even 10 members can result in a team assessment that is \$4,000-\$5,000.

There are numerous other self-assessments, but they generally focus on individual psychological profiles that you must then think about in terms of team composition. For example, Social Styles Assessment.

There are also numerous consulting firms that come in and do interviews and activities with teams that assess team process, but the measurement is often informal or related to a specific assessment diagnostic. For example, the Transforming Teams approach by Ferrazzi Greenlight.

There are also free self-assessments like the Trust Quotient (TQ) Assessment, but the results have to then be used with a coach to see how they impact the team and the costs for the consulting are unclear – you have to reach out to contact them. The basic assessment is overly simple and serves mostly as a leader item to more informative coaching.