

Assessment

PERILL Team Diagnostic

Innovative Team Coaching-Diagnostic by Prof. David Clutterbuck

Unlock Potential and Motivation

What is PERILL?

Professor David Clutterbuck has spent over 45 years researching and developing best practices in personnel and organisational management. He identified six key factors that influence team performance. PERILL provides a framework to understand and expose these factors within the complex and ever-changing environment. **PERILL** stands for:

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- **Purpose & Motivation**
- **External Processes**
- **Relationships**
- **Internal Processes**
- **Learning**
- **Leadership**



How does PERILL work?

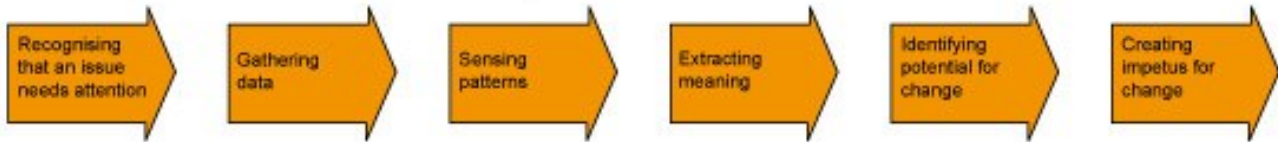
PERILL uses a structured online questionnaire that all team members fill out.

There are two versions of the questionnaire to meet different needs:

- **Full version:** contains **120 questions** and provides a comprehensive analysis of the team. The answer takes about **30 minutes**.
- **Lite version:** contains **30 questions** for a quick assessment. The answer takes about **15 minutes**.

The answers are evaluated anonymously and provide a detailed picture of your team's strengths and areas of development. The PERILL algorithms reveal connections between the different elements of the team system, enabling deeper insights into team dynamics.

Six Steps of Team Diagnosis

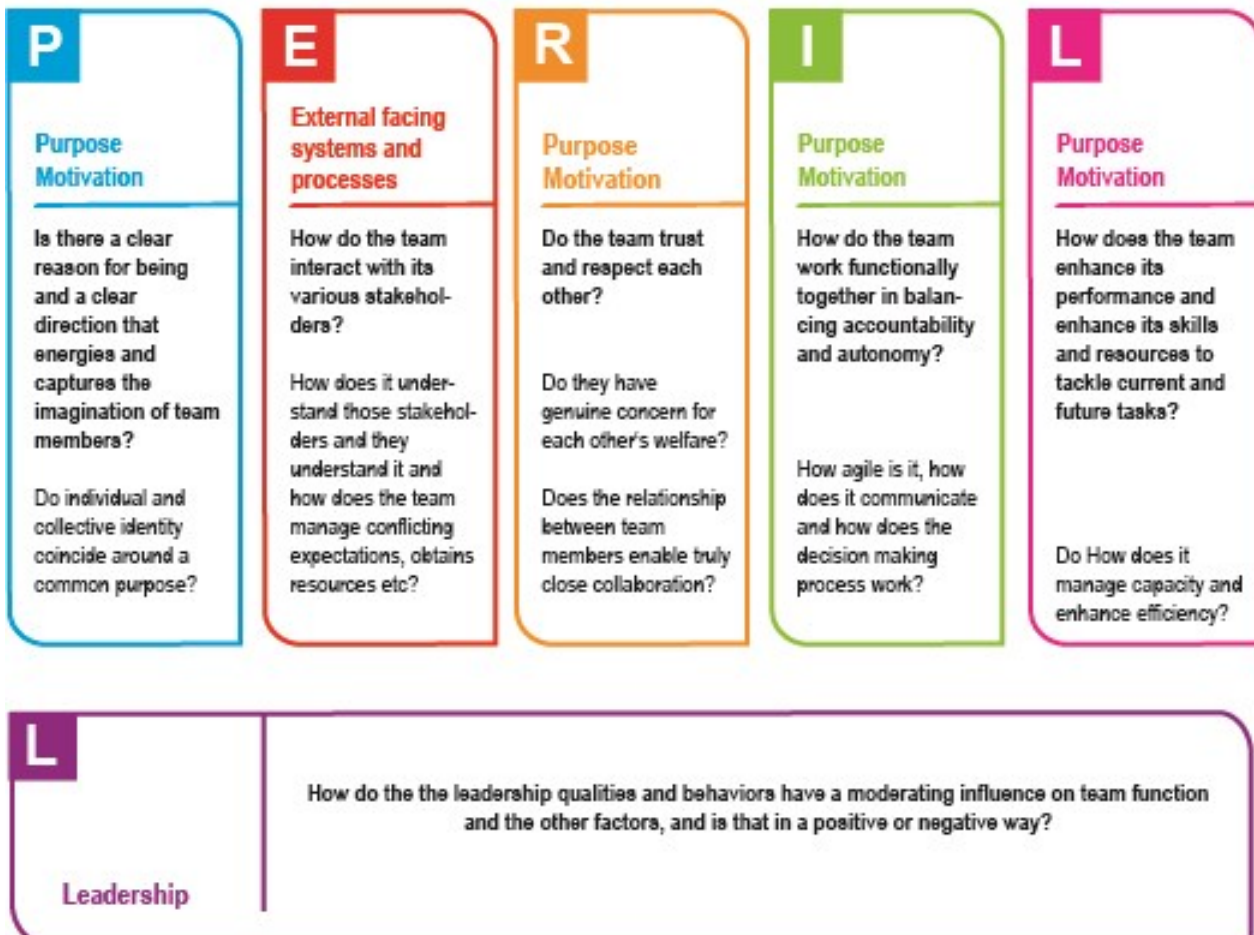


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Advantages of PERILL for your team

- Holistic diagnosis: Considers both internal and external influencing factors.
- Flexibility: Two versions of the questionnaire adapt to your time frame.
- Tailor-made solutions: Individual recommendations for action for your specific team.
- Improved communication: Identification and removal of communication barriers.
- Increased efficiency: Optimization of processes and procedures.
- Strengthening leadership: Developing effective leadership strategies.
- Fast results: Due to the digital platform, results can be provided promptly.

The 6 Pillars of PERILL



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What makes PERILL different from other diagnostic tools?

In contrast to conventional methods, PERILL offers a comprehensive approach that takes into account the complexity of teams as adaptive systems. Instead of just identifying symptoms, PERILL uncovers the underlying causes of challenges by analysing the interactions between the various aspects of the team. This enables sustainable changes instead of short-term solutions.

PERILL: The contexts of team performance and dysfunction

LQB	Purpose & Motivation	Externally facing processes	Relationships	Internally facing processes	Learning
Purpose & Motivation	LQB	Alignment of values between the team and its key stakeholders	Working enthusiastically together towards shared goals	Clarity of priorities; putting collective priorities before	Actively seeking ways to leverage and expand team strengths
Externally facing processes	Stakeholders unclear what you stand for	LQB	Strong collaborative relationships with stakeholders	Rapid and effective response to quality issues	Rapid product and service innovation
Relationships	People pursue their own agendas	Conflict with stakeholders; disrespect for stakeholders	LQB	High level of psychological safety leads to constant questioning of what we do	People take active responsibility for supporting each other's development
Internally facing processes	Duplication and waste of effort	Quality issues not acknowledged or addressed	People avoid "interfering" in each other's territory. Large "elephants in the room".	LQB	Culture of continuous process improvement
Learning	Learning focused on the individual not the collective	Slow to innovate	People "hoard" knowledge and Slow to innovate expertise	Resistance to change	LQB

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(LQB = leader's qualities and behaviours).

The evaluation: What does PERILL deliver?

- **Detailed report:** Clear presentation of the results in all six areas.
- **Linking the factors:** Insights into the relationships between different team dynamics.
- **Concrete recommendations for action:** Practical tips and strategies for improvement.
- **Development plan:** Step-by-step guide for implementing the measures.
- **Benchmarking:** Comparison with best practices and industry standards.

Two versions for maximum flexibility

Depending on your needs, you can choose between the full version and the lite version of the questionnaire. The Lite version makes it possible to quickly gain initial insights and is ideal when time is short. The full version provides in-depth analysis and is perfect for comprehensive development plans.

How does PERILL support team development and coaching?

The results of PERILL serve as a basis for targeted team coaching. By uncovering connections between different aspects of the team, we can initiate systemic changes.

This leads to:

- **Higher motivation** and commitment of team members.
- **More effective collaboration** through a better understanding of team dynamics.
- **Long-term improvement** in team culture and performance.
- **Faster identification of problem areas** thanks to the digital and virtual management of the diagnostic process.

Current availability and future prospects

PERILL was originally developed for companies such as Facebook (now Meta) and has proven itself in extensive beta tests. The public commercial launch will take place in 2024. As a coach with access to PERILL, I am already offering you the opportunity to benefit from this innovative tool and take your team to the next level.

Why PERILL is the right choice for your organisation

In today's complex and fast-changing world of work, effective teams are the key to success.

With PERILL you invest in:

- **Sustainable team development** through understanding complex systems.
- **Increased competitiveness** through optimised team performance.
- **Employee satisfaction and retention** through a supportive and effective working environment.



Vereinbaren Sie einen
unverbindlichen Besprechungstermin

Ready for the next step?

Actively shape the future of your team with PERILL!

As a psychologist and Master Certified Coach (ICF) with experience in using PERILL, I would be happy to support you in increasing the performance of your team.

Contact me for a non-binding conversation and find out more about the possibilities that PERILL offers for your company.