

# Research findings for Squadify

London School of Economics  
and Political Science

September 2019



## Squadify

*Making teamwork work*

# The aim of the research



LSE researched current Squadify data and aimed to determine the role of the Conditions for Success™ in supporting teams to be high performing. These conditions are **Clarity**, **Climate** and **Competence**. Squadify asks team members to rate their assessment independently of both importance and presence against 37 questions in context of their team or squad.

## CLARITY

Am I/Others clear about aims, roles, the plan?



### Clarity

Clarity helps everyone in the squad to know **why** the squad exists, **what** the squad is trying to achieve (including how that will be measured), **how** they will get there and **who** will do what.



OK

## CLIMATE

Do I/We have all we need to be successful?



### Climate

Climate is the environment inside the squad and includes the **hard climate**, (resources, structure, systems and processes) and the **soft climate** (culture and stakeholder relationships). Climate gives us an idea of what it's like to be in the squad and how it can help or hinder progress!



OK

## COMPETENCE

Am I/We able and willing?



### Competence

Competence is about the individuals in the squad. What **skills and knowledge**, do they have and how appropriate are their **behaviours and attitudes**. Competence should be aligned to building the right Climate to deliver on the goals in Clarity.



OK

# High level findings



Squadify

*Making teamwork work*

# Four powerful findings for squads



- 1 Higher scores for **Clarity**, **Climate** and **Competence** in Squadify are all associated with higher self reported team performance
- 2 **Climate** and **Clarity** are key drivers of performance
- 3 There are two ways of looking at drivers of performance – ‘taskwork’ and ‘teamwork’
- 4 Higher variability of scores across the team is related to lower performance



# Detailed findings



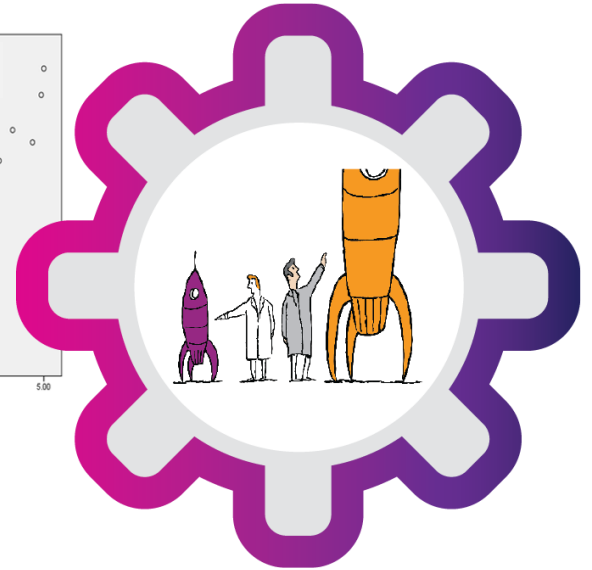
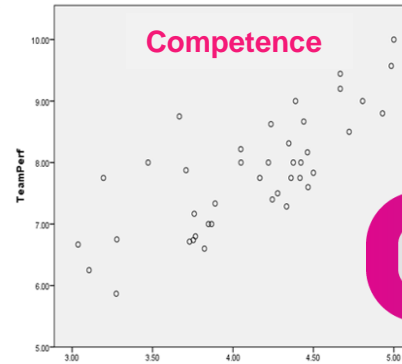
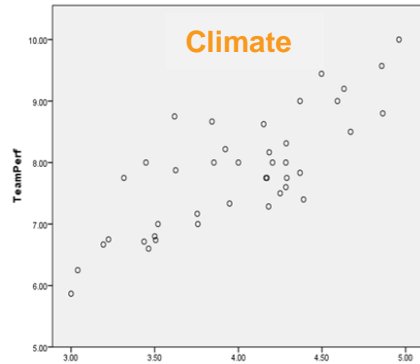
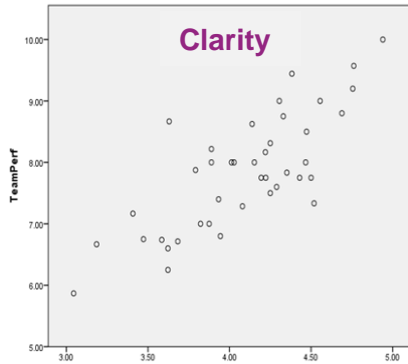
Squadify

*Making teamwork work*

# 1 The 3Cs deliver high performance



Higher scores on Squadify are consistent with higher scores on performance – overall and for each of the 3Cs. Every question is relevant.

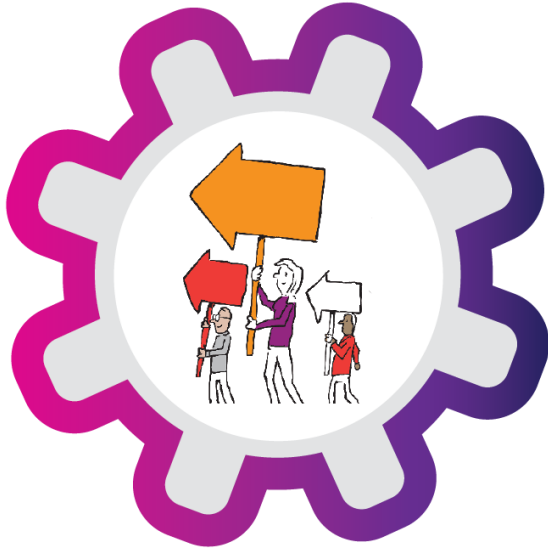


Squadify users can be confident that a team with high scores is high performing.



All these graphs show a strong and statistically significant relationship

## 2 Clarity and Climate drive performance



- Two of the Conditions for Success™ were found to be predictors of performance: **Clarity** and **Climate**
- **Competence** is positively associated with performance but not a driver

Squads are more than the sum of their parts. Squadify helps squads to identify and create the conditions that drive performance

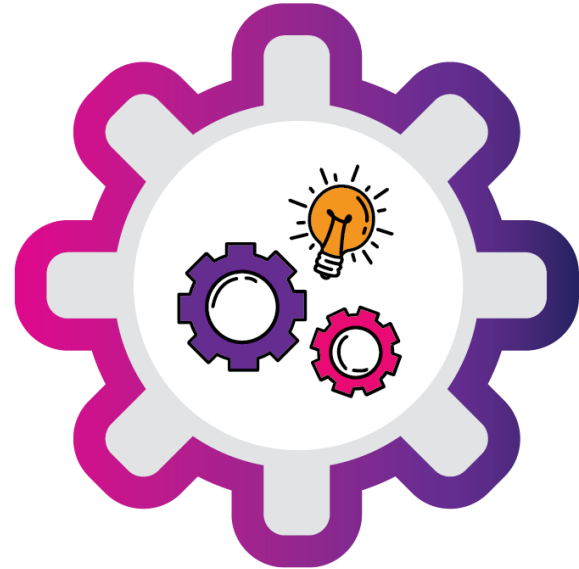


# 3 Two dimensions of performance



Factor analysis identified two distinct drivers of performance:

- **Taskwork** – the hard, mechanics of getting the job done
- **Teamwork** – the soft, human factors in the squad



Squadify helps squads to keep taskwork and teamwork in balance in order to drive performance



Factor analysis is a way to simplify relationships in data by identifying common factors within a large group of variables so that common factors (clusters) can be seen to be the key drivers

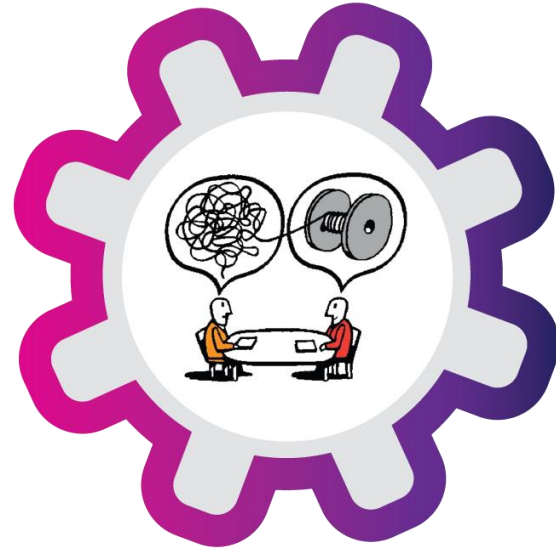


# 4 Squads that don't align don't perform



Variability in team Squadify scores are related to lower performance

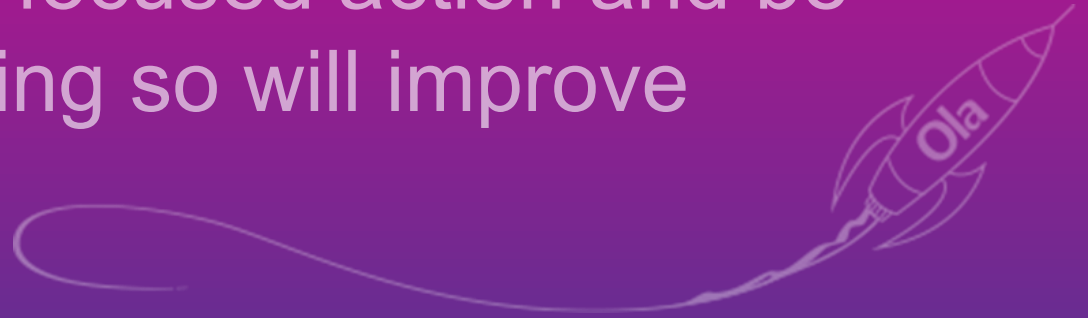
Conversely, squads that had a shared view on the conditions in the squad achieved higher performance



Squadify helps people to build a consistent view of their squad, take aligned action and drive performance.



Teams that use Squadify can create a shared understanding of the squad, identify areas for focused action and be confident that doing so will improve performance



Squadify

*Making teamwork work*