



The Specifics

- 74-item survey
- Customizable for your needs
- Optional Anti-racism, Diversity, Equity, and Inclusion subscale
- Deployable via desktop and mobile device
- Data available within 48 hours of survey close
- Completely anonymous and secure

What is the Mosaic Performance Framework?

The Mosaic Performance Framework is a research-based model created to help leaders understand the dynamic tensions that exist within their teams and organizations. It consists of a variety of individual, team, and organizational assessments that help to quantify many of the behaviors, values, and norms that drive sustainable performance.

What is the Team Mosaic?

Leading teams is a complex endeavor. Having the ability to align your leaders in ways that help drive clarity and alignment across boundaries can help to reduce the organizational “friction” that can derail coordinated effort and collective success. Many times, the efforts, agendas, and philosophies of individual leaders within an intact leadership team can run counter to each other, creating the inability to drive long-term success.

Team Mosaic is an assessment tool that allows intact teams to obtain specific insight on the level of clarity and alignment that exists between members. The items assessed in Team Mosaic have been empirically linked to team and organizational performance and provide the ability to quantify a team’s ability to manage the complex dynamic tensions that exist within every organization. [Learn more about Team Mosaic here.](#)

Is it Right for Us?

Team Mosaic is designed to provide intact teams with meaningful and detailed feedback on their behaviors and the impact of those behaviors within their organizations. If you are invested in developing the impact that your leadership teams are having on your performance, Team Mosaic may be a tool for you.

What You’ll Learn.

Through feedback reports and aggregated team overviews, Team Mosaic provides a quantitative baseline from which to measure development progress over time. Understanding how team behaviors are impacting performance is the first step in creating positive and sustainable change.

ADAPT

Capable of adapting and responding to the needs of the market, customer, and community.

■ Future Focused

We're always looking out for opportunity and change on the horizon

■ Change Ready

We are flexible and make change happen

■ Community

Our partners, stakeholders, and community matter to us

INSPIRE

Aligned purpose, strategy, and values provide clarity on organizational direction and how to get there.

■ Strategy

Our strategy gives direction to our work

■ Purpose

Our purpose is clear and inspires us

■ Values

We have strong values that actually influence our behavior

DELIVER

Execution enabled by effective collaboration and a focus on efficiency, improvement and the customer.

■ Collaboration

Collaborating in teams and across the business is the norm

■ Efficiency

Delivering great outcomes is our thing

■ Customer

We really understand our customers and deliver for them

ENABLE

People and teams are empowered and capable to work at high standards.

■ Capability Development

Our superstars are not just born, they're made

■ Learning

We are always learning on the job, from experience and from others

■ Empowered Teams

Our people are supported to do their best work, and expected to do it too

For years, my team has attempted to deal with perceived personality conflicts and interpersonal dynamics during things like happy hours, team outings,

Emotional Intelligence courses, even 1-1 coaching. While helpful, and even enjoyable in some cases, none of our attempts lasted.

Then we participated in gothamCulture's Team Mosaic, and the results were striking.

The insights we gained together while reviewing the data set off lightbulbs for all of us. We realized that our challenges with working together as a team had little to do with our personality differences and much more to do with systemic issues. Alignment around our team

mission at the most granular level was necessary for engagement in our team philosophy with true commitment, clarity, and understanding. This insight and a change in how we run our leadership team meetings, allows us more fun and better results.