COCORECO

Team 360°

Extended sample report

EXAMPLE · FICTIONAL DATA

Fictional case Team Kern: agreements and trust. One self/reference reflection and fifteen feedback respondents: groups of 5, 5 and 5. This report shows a fictional follow-up compared with a baseline using the same model, with 15 raters in each. Groups are not individually matched.

Combine the team's own view with feedback from partner teams and managers. Discuss trust, working agreements, dialogue and workload.

60 questions | 6 dimensions

Original CoCoReCo items inspired by the cited models, not reproductions or official administrations of their instruments. Items, translations, thresholds and composite scores are not psychometrically validated or normed. Use for development dialogue, not diagnosis or standalone selection decisions.

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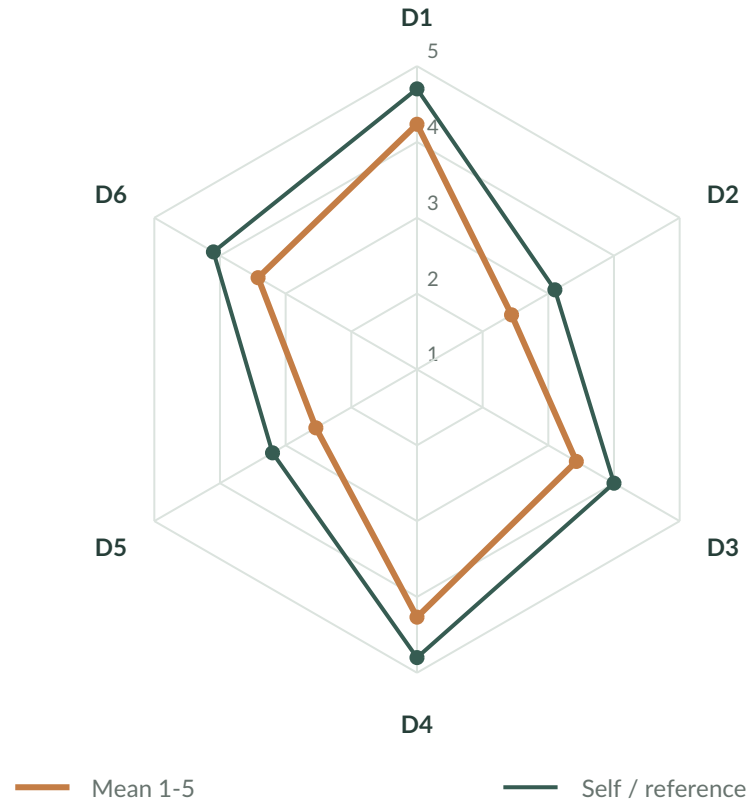
Overall profile

n=15 | Scale 1-5 | Model 360-team-1.0-q60

Invited: 15 | 100%

Read mean and spread together, alongside concrete work examples.



Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

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Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Shared direction	4.2	0.6	15
D2 | Trust & safety	2.4	0.8	15
D3 | Roles & ownership	3.4	0.7	15
D4 | Feedback & tension	4.3	0.7	15
D5 | Workload & mutual support	2.5	0.8	15
D6 | Collaboration & learning	3.4	0.8	15

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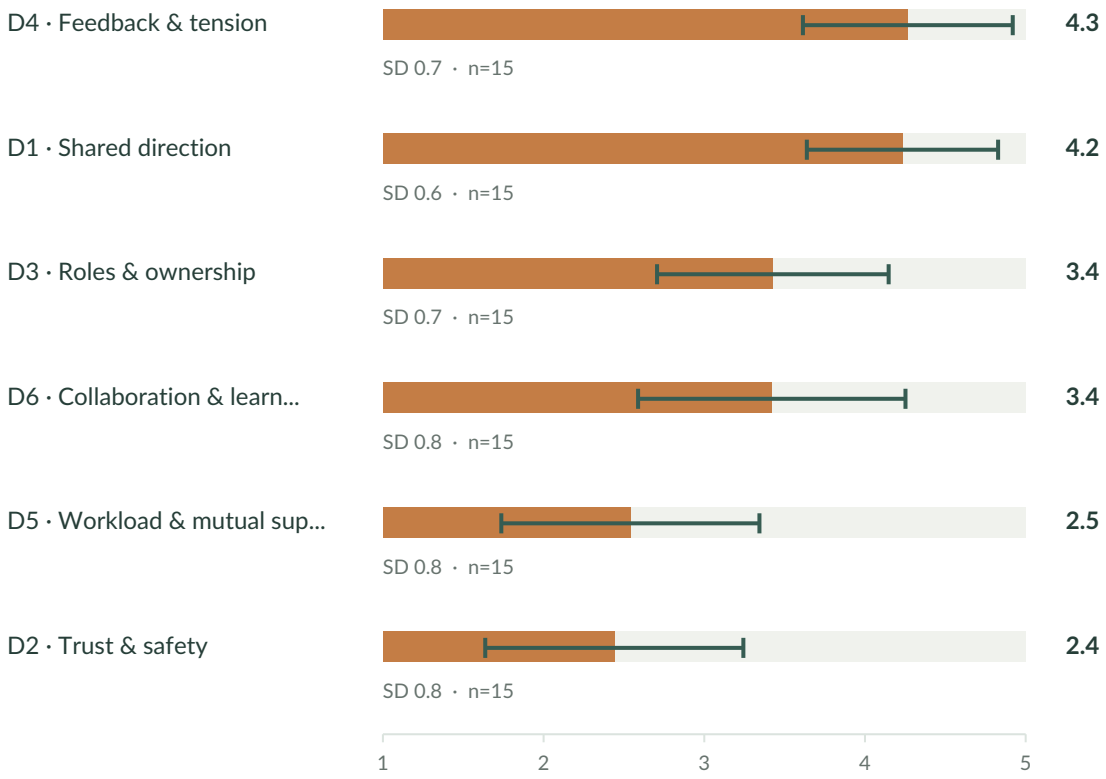
Strengths and development areas



Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

Population SD of individual dimension means. Large spread can indicate different experiences. No individual results or identifying filters are provided.

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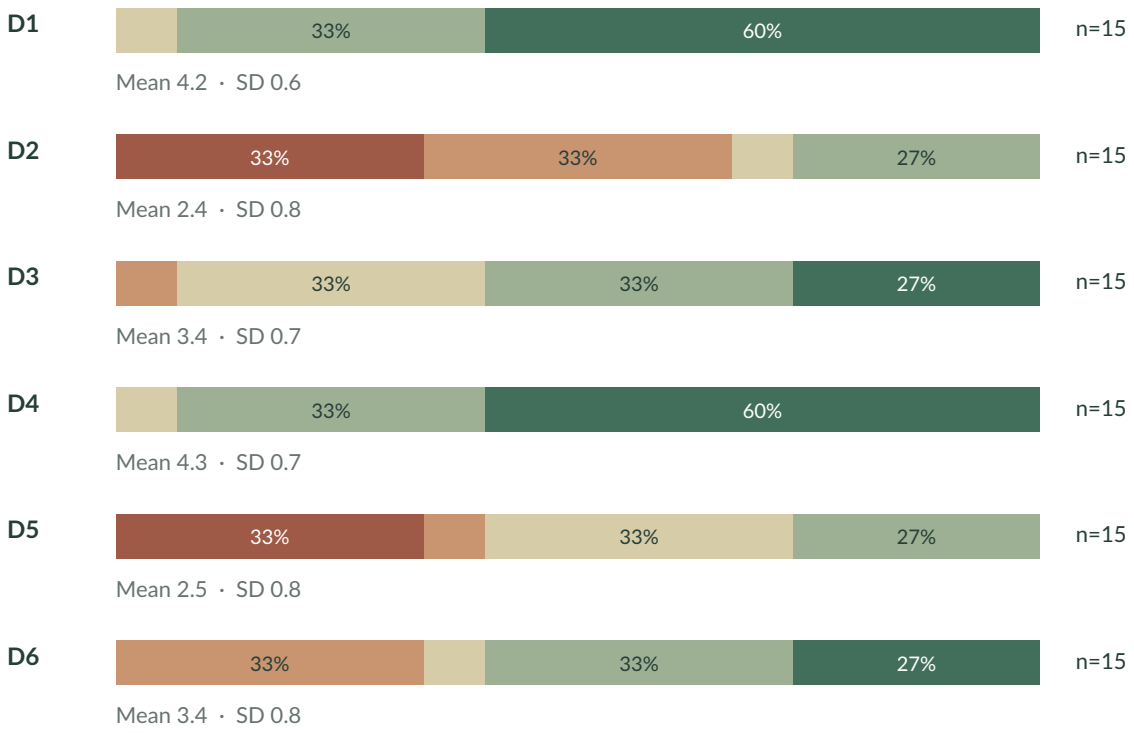
Response distribution and spread



Five equal scale intervals. Each respondent dimension mean counts once; the upper endpoint belongs to the final interval.

Dimension	1.0-1.8	1.8-2.6	2.6-3.4	3.4-4.2	4.2-5.0
D1	0	0	1	5	9
D2	5	5	1	4	0
D3	0	1	5	5	4
D4	0	0	1	5	9
D5	5	1	5	4	0
D6	0	5	1	5	4

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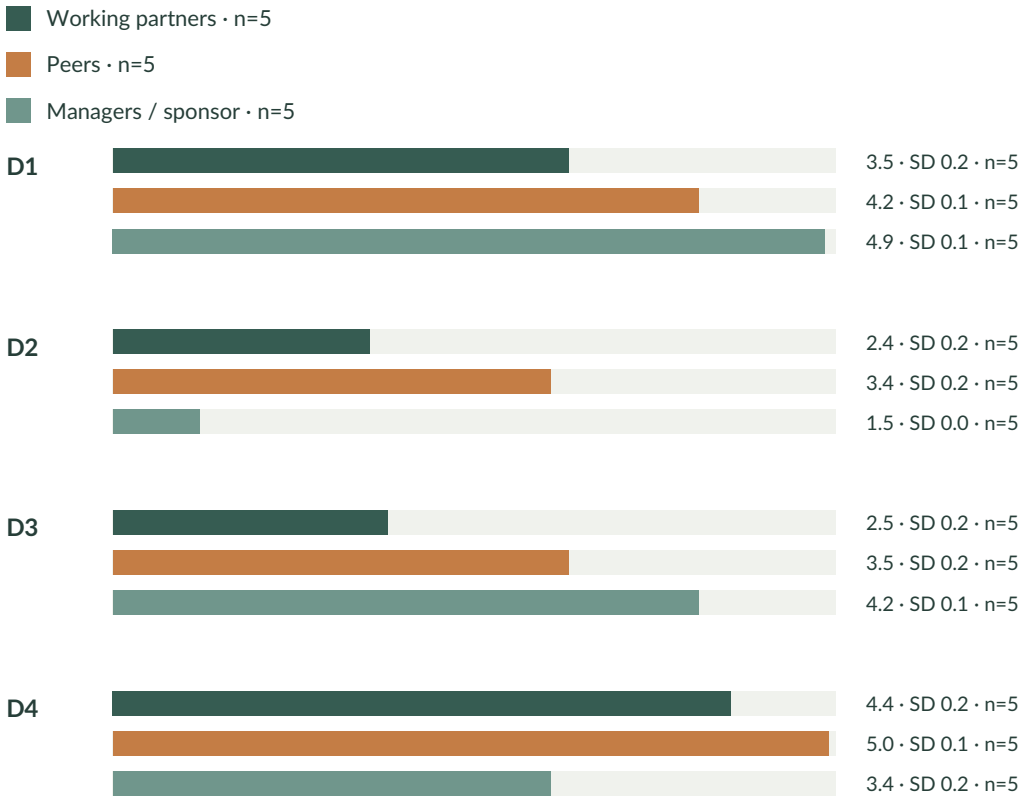
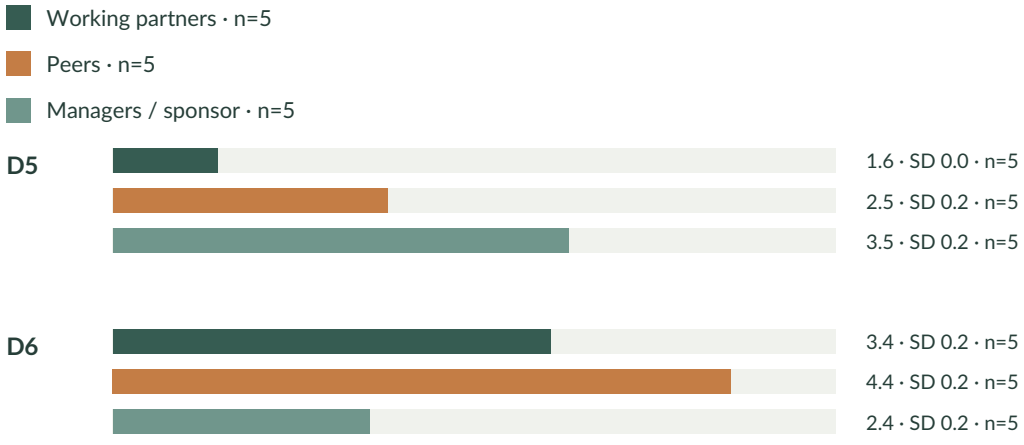
Different perspectives

At least 5 respondents per non-empty group and valid dimension. If one group is too small, the whole comparison is withheld.





Extended report - continued

Group size alone does not guarantee complete anonymity. Avoid recognizable individual examples.

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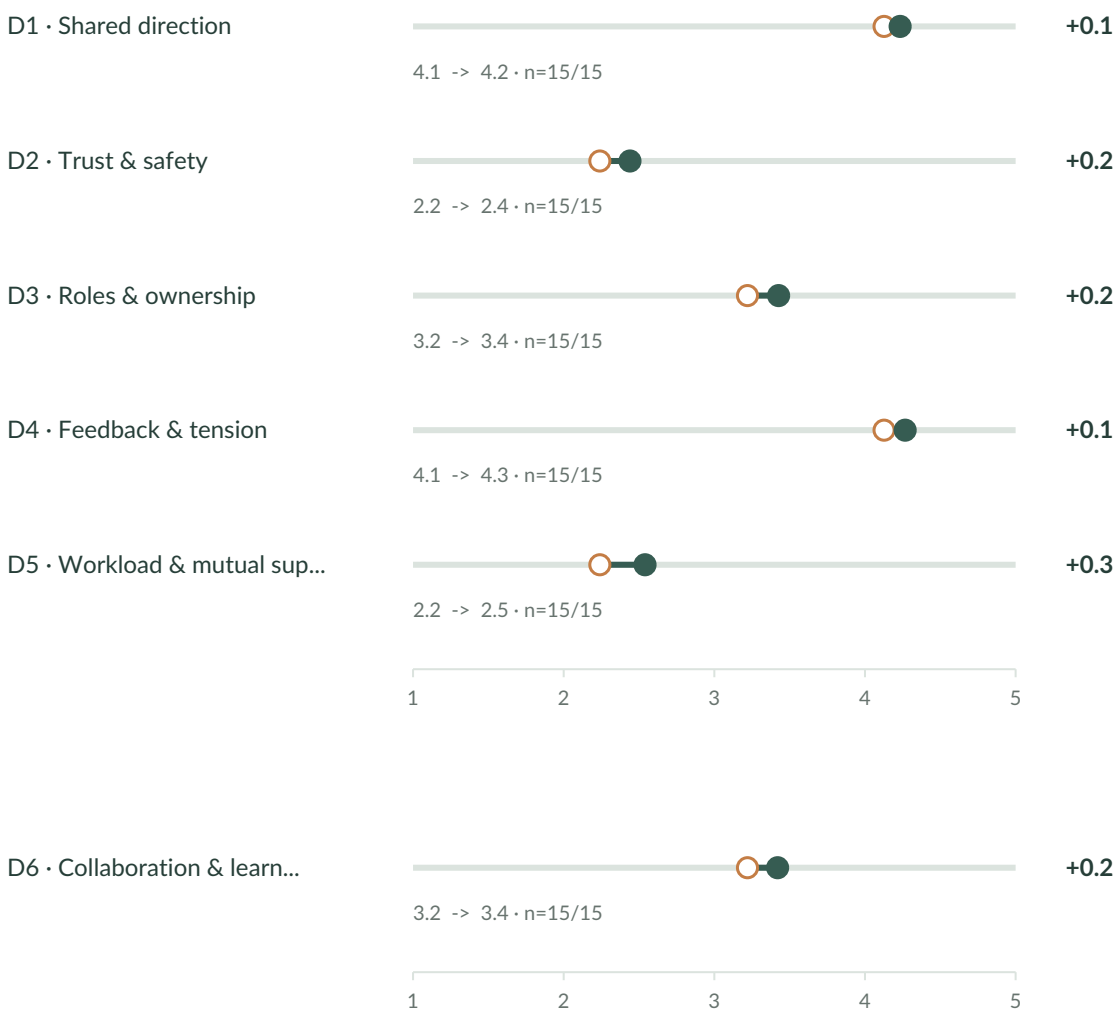
Progress

T0 | n=15 -> T1 | n=15

Open circle = baseline; filled circle = follow-up.



Extended report - continued

Theme	Baseline | Mean / SD / n	Follow-up | Mean / SD / n	Difference
D1	4.1 / 0.7 / 15	4.2 / 0.6 / 15	0.1
D2	2.2 / 0.8 / 15	2.4 / 0.8 / 15	0.2
D3	3.2 / 0.8 / 15	3.4 / 0.7 / 15	0.2
D4	4.1 / 0.7 / 15	4.3 / 0.7 / 15	0.1
D5	2.2 / 0.8 / 15	2.5 / 0.8 / 15	0.3
D6	3.2 / 0.8 / 15	3.4 / 0.8 / 15	0.2

Identical questions, translations, weights, reversals and scoring checked. Not individually matched. Composition, response and context can explain change. No proof of an equine-coaching effect.

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Priority matrix

Expected impact x feasibility, both 1-5. Judgments come from development dialogue, not scores or algorithmic predictions. Choose two or three themes.

Fictionally rated priorities for illustration.



Top right: high impact and feasibility. Orange: selected. Unrated: not plotted.

Extended report - continued

Theme	Expected impact	Feasibility	Selected
D1 | Shared direction	5	4	-
D2 | Trust & safety	4	3	Yes
D3 | Roles & ownership	3	5	-
D4 | Feedback & tension	5	2	Yes
D5 | Workload & mutual support	2	4	Yes
D6 | Collaboration & learning	4	5	-

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From priority to action

1. Trust & safety

Specific behavior: Vraag in twee overleggen welke twijfel nog niet is uitgesproken; luister eerst en bedank mensen voor hun inbreng.

Owner: Team coordinator and those involved

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

2. Feedback & tension

Specific behavior: Voer één gesprek over concreet gedrag, het effect en een verzoek; vraag hoe de ander het gesprek ervoer.

Owner: Team coordinator and those involved

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

3. Workload & mutual support

Specific behavior: Laat in twee overlegmomenten ieder aangeven waar hulp nodig is en wat die kan bieden; maak één concrete uitwisseling.

Owner: Team coordinator and those involved

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

After two weeks, review visible changes and preserve what works. Repeat only with the same question and scoring model.

Explore each dimension

Shared direction

Choose one shared priority for two weeks and define how progress will be visible.

10 questions

Trust & safety

Ask in two meetings which doubt remains unspoken; listen first and thank people for contributing.

10 questions

Roles & ownership

Choose one task that falls between people, agree ownership and handover and review after two weeks.

10 questions

Feedback & tension

Have one conversation about specific behaviour, its impact and a request; then ask how the other person experienced it.

10 questions

Workload & mutual support

In two short check-ins, ask each person where help is needed and what they can offer; arrange one concrete exchange.

10 questions

Collaboration & learning

Review one difficult handover with a partner team; test a new agreement and review after two weeks.

10 questions

Technical notes and sources

Teamwork, psychological safety and JD-R connect direction, roles, trust, feedback, workload and learning. Partners rate what they can observe.

Weighted mean on a 1-5 scale per theme; at least 7 of 10 questions rated. Self and feedback remain separate. Feedback requires 3 valid raters per theme; group breakdown only when every non-empty group and dimension has at least 5 valid raters. Gap = self - feedback.

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Salas, Sims & Burke (2005) · Big Five in Teamwork

https://doi.org/10.1177/1046496405277134

Edmondson (1999) · Psychological Safety and Learning Behavior

https://doi.org/10.2307/2666999

Bakker & Demerouti (2007) · Job Demands-Resources

https://doi.org/10.1108/02683940710733115

Sample items

The team knows its shared intended outcome.

Team members can share doubts or mistakes without humiliation.

The team has clear agreements about tasks and responsibilities.