CoCoReCo
Core Congruence Reset Co-create

Your team at a glance

Example organisation · Fictional team · T1

Fictional example — no real team data.

Overall score	Participation	Calculated score band
62.9/100	**10 / 12 · 83.3%**	**3 / 5**

The team scores show a combination of structure and relational connection. Preserve what works and explore where this collaboration comes under pressure.

Most invited team members took part. Discuss whether everyone recognises this picture.

What is already working well?

Information and coordination · 89/100

Capacity and joint planning · 84.5/100

What should you discuss first?

1. Mutual understanding and repair · 38.3/100

2. Shared outcome · 40/100

3. Feedback across the workflow · 40/100

Are experiences shared?

No theme reaches the indicative spread threshold of 20 points used here. This does not mean everyone shares the same experience.

Selected working agreements

1. Shared outcome

Choose one shared customer outcome and one joint indicator.

Owner: Team coordinator and those involved · Review: To agree together

2. Mutual understanding and repair

Review one concrete error from both perspectives and adapt the process.

Owner: Team coordinator and those involved · Review: To agree together

3. Feedback across the workflow

Review one handover with the receiving department and test a simpler agreement together.

Owner: Team coordinator and those involved · Review: To agree together

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Your team at a glance

How to read this report

Spread (SD, standard deviation) shows how much individual theme scores differ. Lower means more agreement; higher means more difference. Here, 20 points is a prompt for discussion.

Read this summary first, then review the theme scores and charts. Finally, agree on no more than three working agreements.

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Cross-department collaboration

Example organisation · Fictional team · T1

Model version: 1.0 · 60+ · 8D

Overall score: 62.9/100

Calculated score band: 3 · Not an established developmental phase

Responses: 10/12

Shared outcome: 40.0/100 · SD 12.2

Handovers and agreements: 63.3/100 · SD 12.2

Information and coordination: 89.0/100 · SD 9.0

Mutual understanding and repair: 38.3/100 · SD 12.2

Decision rights and escalation: 67.5/100 · SD 12.2

Capacity and joint planning: 84.5/100 · SD 8.6

Feedback across the workflow: 40.0/100 · SD 12.2

Relationships and reciprocity: 65.0/100 · SD 12.2

Development guidance

Cross-department collaboration: Make useful habits more consistent. Explore the lowest-scoring dimension and practise one shared behaviour.

Mutual understanding and repair

Review one concrete error from both perspectives and adapt the process.

Shared outcome

Choose one shared customer outcome and one joint indicator.

A day of equine coaching

Two groups complete a shared ground-based task with a handover. Swap roles, identify missing information and test an improved handover.

At most three agreements with an owner and deadline; follow up after four to six weeks. Survey and observation remain separate.

Scoring rules

Teamwork and project coordination inform shared outcomes, handovers, information and understanding across departments.

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

https://doi.org/10.1177/1046496405277134

PMI · Project Performance Domains (2021)

https://www.pmi.org/-/media/pmi/documents/public/pdf/pmbok-standards/pmi-project-performance-domains.pdf

Axis A = outcome and handovers, weights 1 and 1.5. Axis B = information and repair, weights 1.5 and 1. Total = 60% A + 40% B. An axis below 35 caps the level at 2.

Answer 1–5; reversed: 6 − answer. Per person and dimension: (weighted mean of valid answers − 1) × 25. Equal person weights. Cannot assess is not zero.

A/B < 35 => Level <= 2

Formula: Weighted arithmetic mean of both axes

Minimum scored questions per dimension: 10

Minimum participants: 5

Shared outcome · weight: 1

Handovers and agreements · weight: 1.5

Information and coordination · weight: 1.5

Mutual understanding and repair · weight: 1

Decision rights and escalation · weight: 1

Capacity and joint planning · weight: 1

Feedback across the workflow · weight: 1

Relationships and reciprocity · weight: 1

Making connections: 0 – 35

Clarifying handovers: 35 – 50

Organising coordination: 50 – 65

Delivering together: 65 – 80

Improving across the chain: 80 – 100

Questions

Both departments know the shared end result.

35.0/100 · SD 12.2 · n=10

SAG1 · weight: 1

We assess success from the internal or external customer’s perspective.

35.0/100 · SD 12.2 · n=10

SAG2 · weight: 1

We discuss conflicts between departmental goals.

35.0/100 · SD 12.2 · n=10

SAG3 · weight: 1

We sometimes deliberately prioritise the shared interest over our own department.

60.0/100 · SD 12.2 · n=10

SAG4 · weight: 1

We have concrete working agreements to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E1 · weight: 1

We know who takes the initiative to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E2 · weight: 1

We allocate time in our planning to connect departmental interests with a shared result.

60.0/100 · SD 12.2 · n=10

SAG_E3 · weight: 1

We can discuss a recent work example where we managed to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E4 · weight: 1

We ask those involved what helps them to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E5 · weight: 1

New team members also know how we try to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E6 · weight: 1

When it is difficult to connect departmental interests with a shared result, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

SAG_E7 · weight: 1

We check whether our chosen approach really helps us to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E8 · weight: 1

We question routines that hinder our ability to connect departmental interests with a shared result.

60.0/100 · SD 12.2 · n=10

SAG_E9 · weight: 1

We use feedback from those involved when we try to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E10 · weight: 1

We agree a follow-up point to review how we manage to connect departmental interests with a shared result.

35.0/100 · SD 12.2 · n=10

SAG_E11 · weight: 1

The requirements for a complete, usable handover are clear.

60.0/100 · SD 12.2 · n=10

SAO1 · weight: 1

We confirm who performs the next step.

60.0/100 · SD 12.2 · n=10

SAO2 · weight: 1

We have workable turnaround agreements.

85.0/100 · SD 12.2 · n=10

SAO3 · weight: 1

Work is returned because essential information is missing.

35.0/100 · SD 12.2 · n=10

SAO4 · weight: 1 · 6 − answer

We have concrete working agreements to organize handovers between departments.

85.0/100 · SD 12.2 · n=10

SAO_E1 · weight: 1

We know who takes the initiative to organize handovers between departments.

35.0/100 · SD 12.2 · n=10

SAO_E2 · weight: 1

We allocate time in our planning to organize handovers between departments.

60.0/100 · SD 12.2 · n=10

SAO_E3 · weight: 1

We can discuss a recent work example where we managed to organize handovers between departments.

85.0/100 · SD 12.2 · n=10

SAO_E4 · weight: 1

We ask those involved what helps them to organize handovers between departments.

60.0/100 · SD 12.2 · n=10

SAO_E5 · weight: 1

New team members also know how we try to organize handovers between departments.

60.0/100 · SD 12.2 · n=10

SAO_E6 · weight: 1

When it is difficult to organize handovers between departments, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

SAO_E7 · weight: 1

We check whether our chosen approach really helps us to organize handovers between departments.

60.0/100 · SD 12.2 · n=10

SAO_E8 · weight: 1

We question routines that hinder our ability to organize handovers between departments.

35.0/100 · SD 12.2 · n=10

SAO_E9 · weight: 1

We use feedback from those involved when we try to organize handovers between departments.

85.0/100 · SD 12.2 · n=10

SAO_E10 · weight: 1

We agree a follow-up point to review how we manage to organize handovers between departments.

60.0/100 · SD 12.2 · n=10

SAO_E11 · weight: 1

We inform the other department of changes in time.

85.0/100 · SD 12.2 · n=10

SAI1 · weight: 1

We have a clear contact for problems.

100.0/100 · SD 0.0 · n=10

SAI2 · weight: 1

We discuss bottlenecks before they escalate.

85.0/100 · SD 12.2 · n=10

SAI3 · weight: 1

Cross-department meetings lead to concrete agreements.

85.0/100 · SD 12.2 · n=10

SAI4 · weight: 1

We have concrete working agreements to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E1 · weight: 1

We know who takes the initiative to share relevant information across departments.

100.0/100 · SD 0.0 · n=10

SAI_E2 · weight: 1

We allocate time in our planning to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E3 · weight: 1

We can discuss a recent work example where we managed to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E4 · weight: 1

We ask those involved what helps them to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E5 · weight: 1

New team members also know how we try to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E6 · weight: 1

When it is difficult to share relevant information across departments, we discuss the obstacle with those involved.

85.0/100 · SD 12.2 · n=10

SAI_E7 · weight: 1

We check whether our chosen approach really helps us to share relevant information across departments.

100.0/100 · SD 0.0 · n=10

SAI_E8 · weight: 1

We question routines that hinder our ability to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E9 · weight: 1

We use feedback from those involved when we try to share relevant information across departments.

85.0/100 · SD 12.2 · n=10

SAI_E10 · weight: 1

We agree a follow-up point to review how we manage to share relevant information across departments.

100.0/100 · SD 0.0 · n=10

SAI_E11 · weight: 1

We understand the other department’s constraints.

60.0/100 · SD 12.2 · n=10

SAH1 · weight: 1

When errors occur, we jointly examine process causes.

35.0/100 · SD 12.2 · n=10

SAH2 · weight: 1

We can address each other directly without blame.

10.0/100 · SD 12.2 · n=10

SAH3 · weight: 1

After a problem, we jointly check whether the solution works.

60.0/100 · SD 12.2 · n=10

SAH4 · weight: 1

We have concrete working agreements to understand different departmental perspectives.

10.0/100 · SD 12.2 · n=10

SAH_E1 · weight: 1

We know who takes the initiative to understand different departmental perspectives.

35.0/100 · SD 12.2 · n=10

SAH_E2 · weight: 1

We allocate time in our planning to understand different departmental perspectives.

60.0/100 · SD 12.2 · n=10

SAH_E3 · weight: 1

We can discuss a recent work example where we managed to understand different departmental perspectives.

35.0/100 · SD 12.2 · n=10

SAH_E4 · weight: 1

We ask those involved what helps them to understand different departmental perspectives.

35.0/100 · SD 12.2 · n=10

SAH_E5 · weight: 1

New team members also know how we try to understand different departmental perspectives.

60.0/100 · SD 12.2 · n=10

SAH_E6 · weight: 1

When it is difficult to understand different departmental perspectives, we discuss the obstacle with those involved.

35.0/100 · SD 12.2 · n=10

SAH_E7 · weight: 1

We check whether our chosen approach really helps us to understand different departmental perspectives.

10.0/100 · SD 12.2 · n=10

SAH_E8 · weight: 1

We question routines that hinder our ability to understand different departmental perspectives.

60.0/100 · SD 12.2 · n=10

SAH_E9 · weight: 1

We use feedback from those involved when we try to understand different departmental perspectives.

35.0/100 · SD 12.2 · n=10

SAH_E10 · weight: 1

We agree a follow-up point to review how we manage to understand different departmental perspectives.

35.0/100 · SD 12.2 · n=10

SAH_E11 · weight: 1

We have a clear agreement to organise cross-department decisions and escalation clearly.

85.0/100 · SD 12.2 · n=10

SAB_D8_1 · weight: 1

We know who is responsible for taking action to organise cross-department decisions and escalation clearly.

60.0/100 · SD 12.2 · n=10

SAB_D8_2 · weight: 1

We can give a recent example where we managed to organise cross-department decisions and escalation clearly.

60.0/100 · SD 12.2 · n=10

SAB_D8_3 · weight: 1

We have enough time and resources to organise cross-department decisions and escalation clearly.

60.0/100 · SD 12.2 · n=10

SAB_D8_4 · weight: 1

Even under time pressure, we manage to organise cross-department decisions and escalation clearly.

60.0/100 · SD 12.2 · n=10

SAB_D8_5 · weight: 1

We ask the colleagues involved what is needed to organise cross-department decisions and escalation clearly.

60.0/100 · SD 12.2 · n=10

SAB_D8_6 · weight: 1

New colleagues receive an explanation of how we try to organise cross-department decisions and escalation clearly.

85.0/100 · SD 12.2 · n=10

SAB_D8_7 · weight: 1

When we do not manage to organise cross-department decisions and escalation clearly, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

SAB_D8_8 · weight: 1

We use feedback to improve how we organise cross-department decisions and escalation clearly.

60.0/100 · SD 12.2 · n=10

SAB_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to organise cross-department decisions and escalation clearly.

85.0/100 · SD 12.2 · n=10

SAB_D8_10 · weight: 1

We have a clear agreement to align plans across departments.

60.0/100 · SD 12.2 · n=10

SAP_D8_1 · weight: 1

We know who is responsible for taking action to align plans across departments.

85.0/100 · SD 12.2 · n=10

SAP_D8_2 · weight: 1

We can give a recent example where we managed to align plans across departments.

100.0/100 · SD 0.0 · n=10

SAP_D8_3 · weight: 1

We have enough time and resources to align plans across departments.

85.0/100 · SD 12.2 · n=10

SAP_D8_4 · weight: 1

Even under time pressure, we manage to align plans across departments.

85.0/100 · SD 12.2 · n=10

SAP_D8_5 · weight: 1

We ask the colleagues involved what is needed to align plans across departments.

100.0/100 · SD 0.0 · n=10

SAP_D8_6 · weight: 1

New colleagues receive an explanation of how we try to align plans across departments.

85.0/100 · SD 12.2 · n=10

SAP_D8_7 · weight: 1

When we do not manage to align plans across departments, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

SAP_D8_8 · weight: 1

We use feedback to improve how we align plans across departments.

100.0/100 · SD 0.0 · n=10

SAP_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to align plans across departments.

85.0/100 · SD 12.2 · n=10

SAP_D8_10 · weight: 1

We have a clear agreement to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_1 · weight: 1

We know who is responsible for taking action to turn feedback between departments into workflow improvement.

60.0/100 · SD 12.2 · n=10

SAF_D8_2 · weight: 1

We can give a recent example where we managed to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_3 · weight: 1

We have enough time and resources to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_4 · weight: 1

Even under time pressure, we manage to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_5 · weight: 1

We ask the colleagues involved what is needed to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_6 · weight: 1

New colleagues receive an explanation of how we try to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_7 · weight: 1

When we do not manage to turn feedback between departments into workflow improvement, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

SAF_D8_8 · weight: 1

We use feedback to improve how we turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to turn feedback between departments into workflow improvement.

35.0/100 · SD 12.2 · n=10

SAF_D8_10 · weight: 1

We have a clear agreement to maintain reciprocal working relationships with other departments.

85.0/100 · SD 12.2 · n=10

SAV_D8_1 · weight: 1

We know who is responsible for taking action to maintain reciprocal working relationships with other departments.

35.0/100 · SD 12.2 · n=10

SAV_D8_2 · weight: 1

We can give a recent example where we managed to maintain reciprocal working relationships with other departments.

60.0/100 · SD 12.2 · n=10

SAV_D8_3 · weight: 1

We have enough time and resources to maintain reciprocal working relationships with other departments.

85.0/100 · SD 12.2 · n=10

SAV_D8_4 · weight: 1

Even under time pressure, we manage to maintain reciprocal working relationships with other departments.

60.0/100 · SD 12.2 · n=10

SAV_D8_5 · weight: 1

We ask the colleagues involved what is needed to maintain reciprocal working relationships with other departments.

60.0/100 · SD 12.2 · n=10

SAV_D8_6 · weight: 1

New colleagues receive an explanation of how we try to maintain reciprocal working relationships with other departments.

85.0/100 · SD 12.2 · n=10

SAV_D8_7 · weight: 1

When we do not manage to maintain reciprocal working relationships with other departments, we discuss what gets in the way.

60.0/100 · SD 12.2 · n=10

SAV_D8_8 · weight: 1

We use feedback to improve how we maintain reciprocal working relationships with other departments.

35.0/100 · SD 12.2 · n=10

SAV_D8_9 · weight: 1

We regularly evaluate whether our approach helps us to maintain reciprocal working relationships with other departments.

85.0/100 · SD 12.2 · n=10

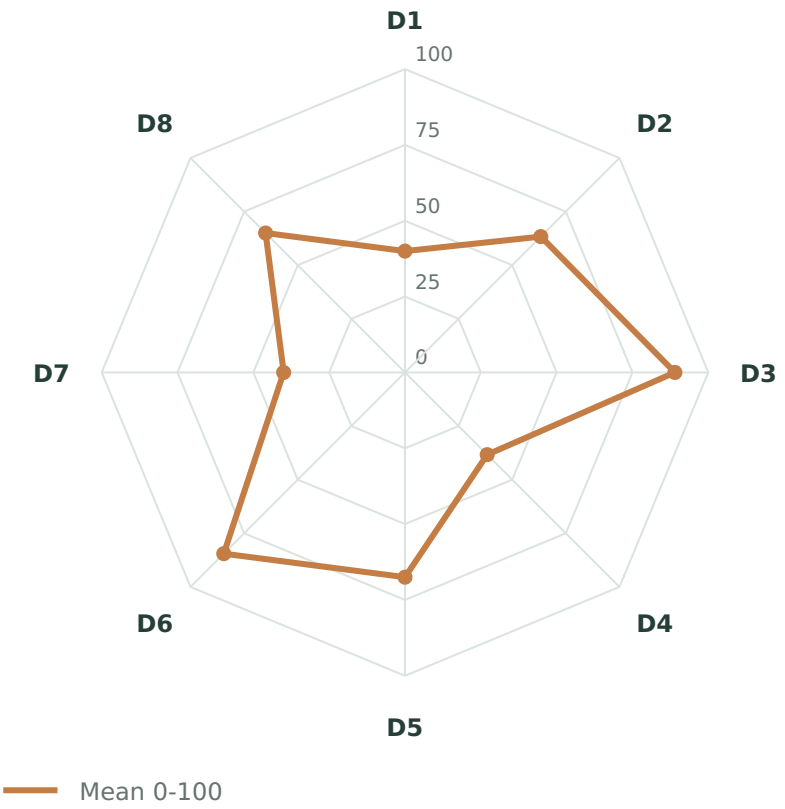
SAV_D8_10 · weight: 1

Overall profile

n=10 | Scale 0-100 | Model builtin-samenwerken-afdelingen-1-q60-d8

Invited: 12 | 83%

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.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Shared outcome	40.0	12.2	10
D2 | Handovers and agreements	63.3	12.2	10
D3 | Information and coordination	89.0	9.0	10
D4 | Mutual understanding and repair	38.3	12.2	10
D5 | Decision rights and escalation	67.5	12.2	10
D6 | Capacity and joint planning	84.5	8.6	10
D7 | Feedback across the workflow	40.0	12.2	10
D8 | Relationships and reciprocity	65.0	12.2	10

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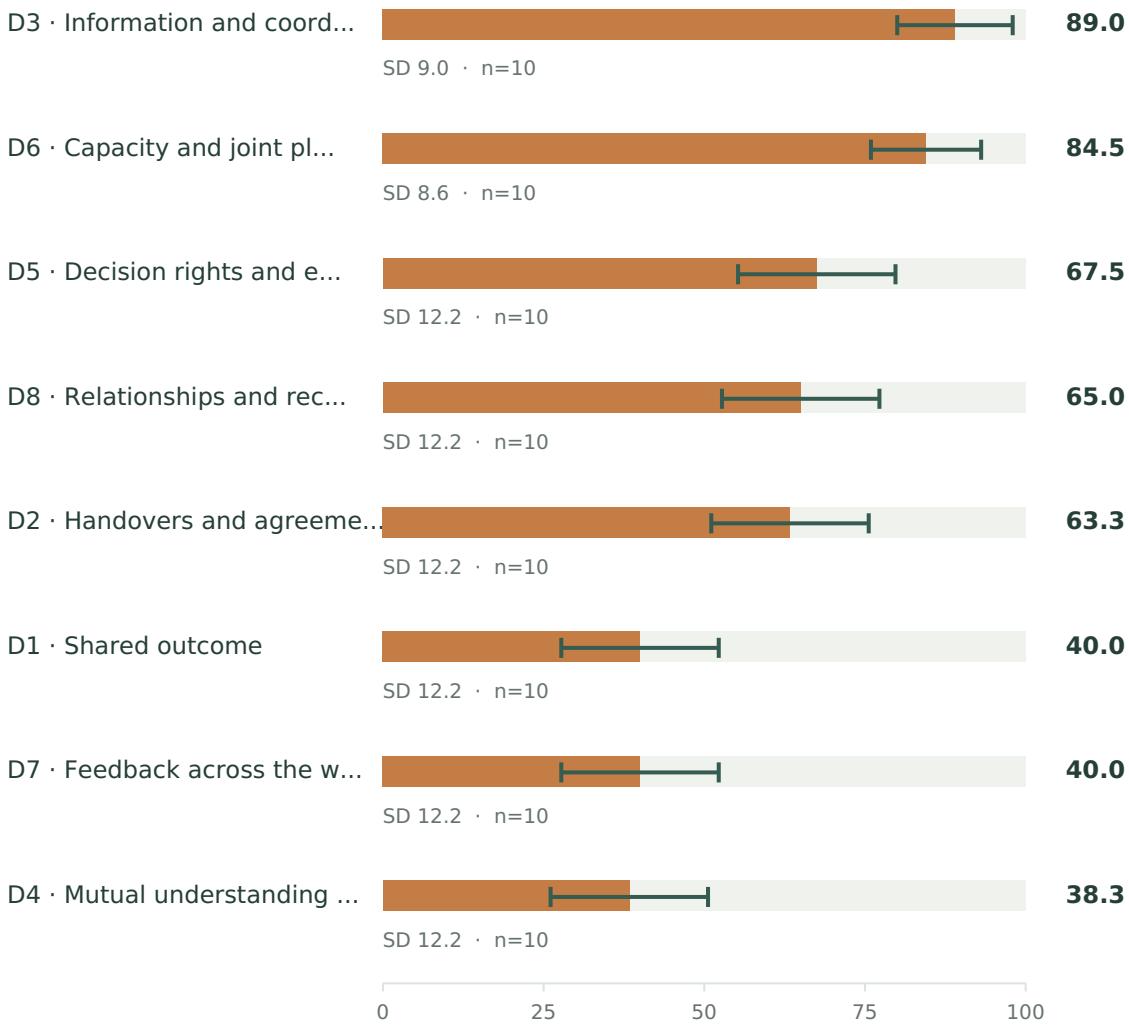
Strengths and development areas



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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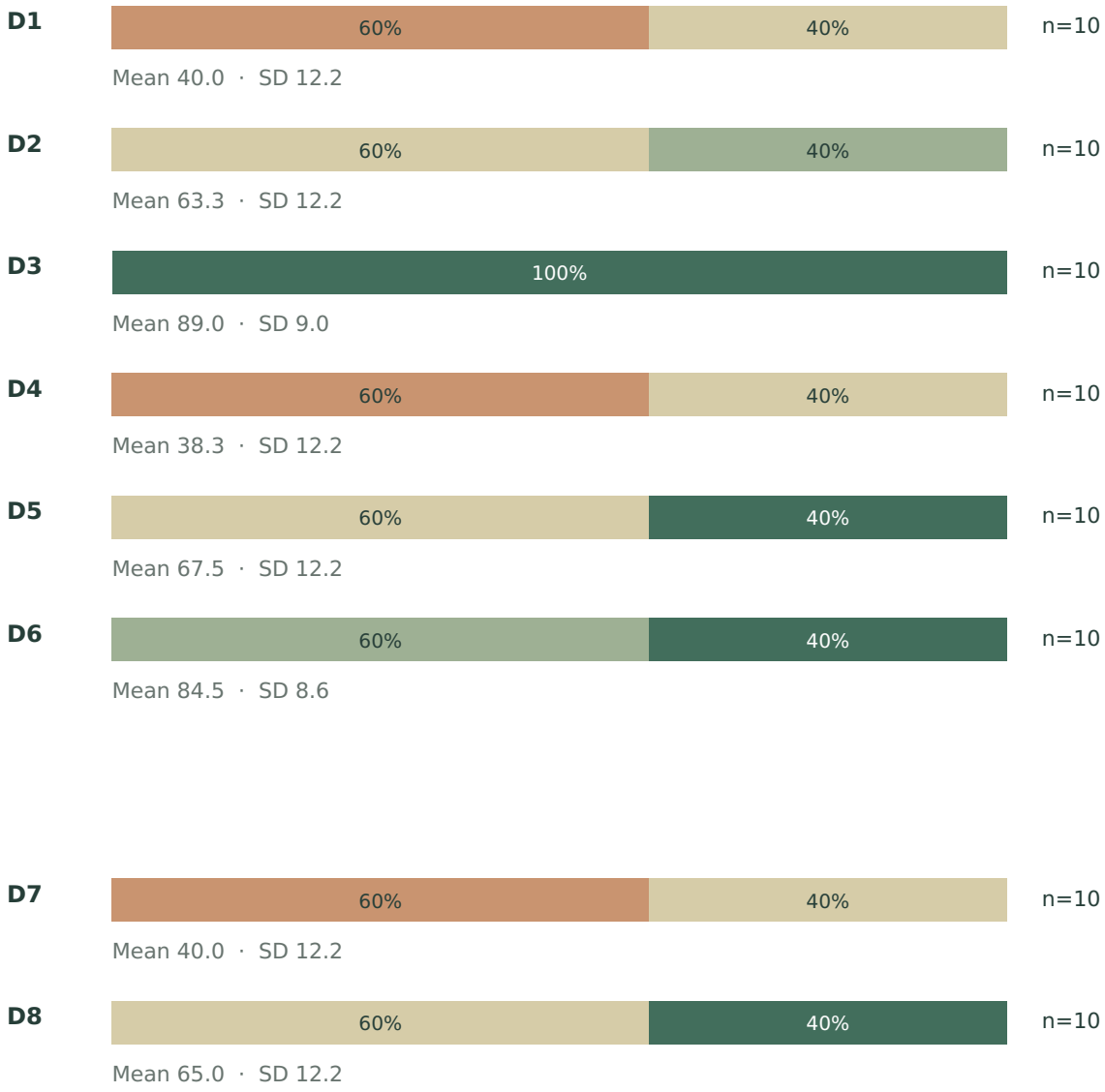
Response distribution and spread



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

Extended report - continued

Dimension	0-20	20-40	40-60	60-80	80-100
D1	0	6	4	0	0
D2	0	0	6	4	0
D3	0	0	0	0	10
D4	0	6	4	0	0
D5	0	0	6	0	4
D6	0	0	0	6	4
D7	0	6	4	0	0
D8	0	0	6	0	4

Different perspectives

Unavailable: this survey does not collect roles or infer them from answers.

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Progress

No suitable released baseline. A comparable follow-up enables this chart.

Discussing developmental phase carefully

A calculated score band does not establish a developmental phase. Check behavior, consistency under pressure and examples per theme. These are discussion anchors for exploring concrete experiences.

1. Agreements require explanation and external follow-up.

2. Agreements work on simple tasks; under pressure someone else takes over.

3. Regular agreements are visible; deviations are noticed and discussed.

4. The team repairs agreements and adjusts behavior, including under pressure.

5. The team repeatedly learns, checks effects and transfers useful practices.

Coaching observations remain separate from survey scores. Record evidence and counterexamples before naming a phase.

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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 outcome	4	3	Yes
D2 | Handovers and agreements	4	3	-
D3 | Information and coordination	4	3	-
D4 | Mutual understanding and repair	4	3	Yes
D5 | Decision rights and escalation	4	3	-
D6 | Capacity and joint planning	4	3	-
D7 | Feedback across the workflow	4	3	Yes
D8 | Relationships and reciprocity	4	3	-

From priority to action

1. Shared outcome

Specific behavior: Choose one shared customer outcome and one joint indicator.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

2. Mutual understanding and repair

Specific behavior: Review one concrete error from both perspectives and adapt the process.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

3. Feedback across the workflow

Specific behavior: Review one handover with the receiving department and test a simpler agreement together.

Owner: Team coordinator and those involved

Review date: To agree together

Observable effect: After two weeks, review three concrete work examples.

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

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Discuss your next step

Questions about this report or support for your team’s development?

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