



# Team Emotional Safety Assessment™

The **Team Emotional Safety Report (TESA)** provides a personalized snapshot of each team member's current capabilities for enhancing connection, collaboration, and performance. It evaluates **24 emotional safety capabilities** and highlights the top 10 that most impact everyday workplace interactions.

Grounded in **Attachment Theory, Humanistic Psychology, Systems Theory,** and the **Science of Emotional Connection**, TESA helps leaders and teams strengthen trust, emotional safety, and engagement in the workplace.

## What makes TESA impactful

- **Attachment Theory** proposes that our need for emotional safety is hardwired and nonnegotiable. This report identifies your top **10 of 24 capabilities** that keep you engaged and measures emotional safety levels in your workplace relationships.
- **Humanistic Theory** promotes self-awareness and growth. TESA highlights your unique **Emotional Safety DNA**—the capabilities that help you build stronger, more connected teams.
- **Systems Theory** teaches that relationships shape behavior and outcomes. The report focuses on two critical connections:
  - Your connection strength with team members/peers
  - Your connection strength with your direct manager



These relationships impact collaboration, communication, and performance across your organization—helping you nurture trust and improve team dynamics.

**The Emotional Connection Framework** offers research-backed insights showing that emotionally safe workplaces foster **engagement**, reduce **conflict**, and build **resilience**. TESA pinpoints both areas of strength and opportunity in emotional safety—helping teams grow trust and connection where it matters most.

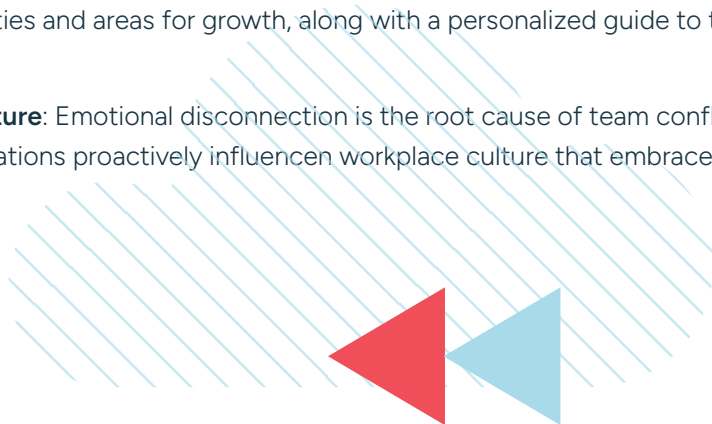
# What's Inside the TESA Individual Report?

- Your **Top 5 Emotional Safety Capabilities**—the key drivers of how you connect, lead, and collaborate
- Insights into **blind spots** and practical steps to strengthen the connection
- A breakdown across **three core domains**:
  - Emotional Safety & Connection
  - Relationship Building & Support
  - Team Dynamics & Culture
- Guidance on how to use **EmC tools and language** to deepen relationships and navigate conflict
- Opportunities for **team conversations** to foster shared understanding and trust



# How TESA helps organizations

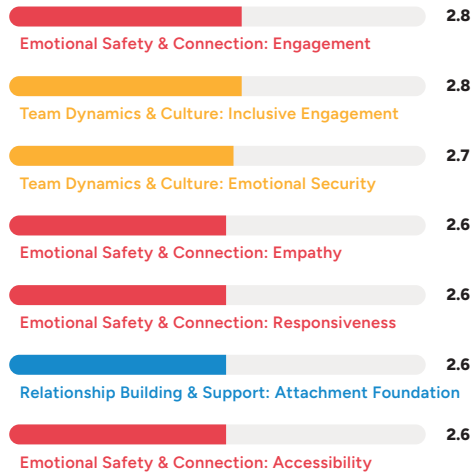
- **Assess and Modify Team Performance:** TESA helps identify the traits that impact workplace interactions and builds trust, understanding, and engagement. It is an antidote to blind spots that cause workplace conflicts.
- **Develop Informed Leadership:** Leaders gain insight into how they impact direct reports and peers. It also provides practical, evidence-based tools that modify teams' trajectories toward exceptional performance and achieving expected results.
- **Understand and Practice Self-Awareness:** Each team member receives a detailed profile of their relationship-building capabilities and areas for growth, along with a personalized guide to thriving in team environments.
- **Improves Retention and Culture:** Emotional disconnection is the root cause of team conflict, burnout, and turnover. TESA helps organizations proactively influence workplace culture that embraces acceptance, validation, and support.



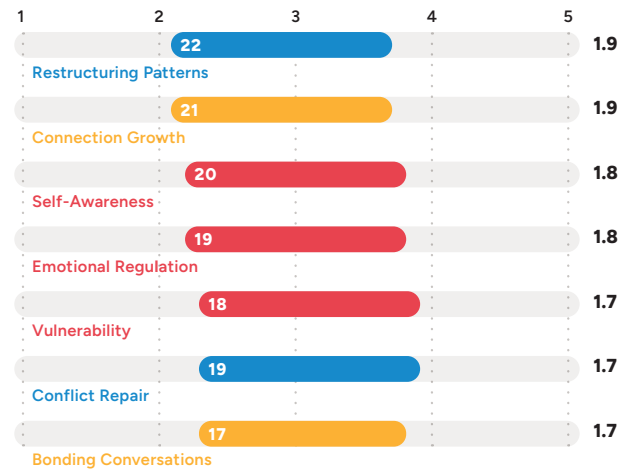
# Team Reports

Team reports provide managers with a **comprehensive overview** of the team's **combined emotional safety score**, highlighting **top-ranked strengths**, **score distribution**, and the **gap analysis**.

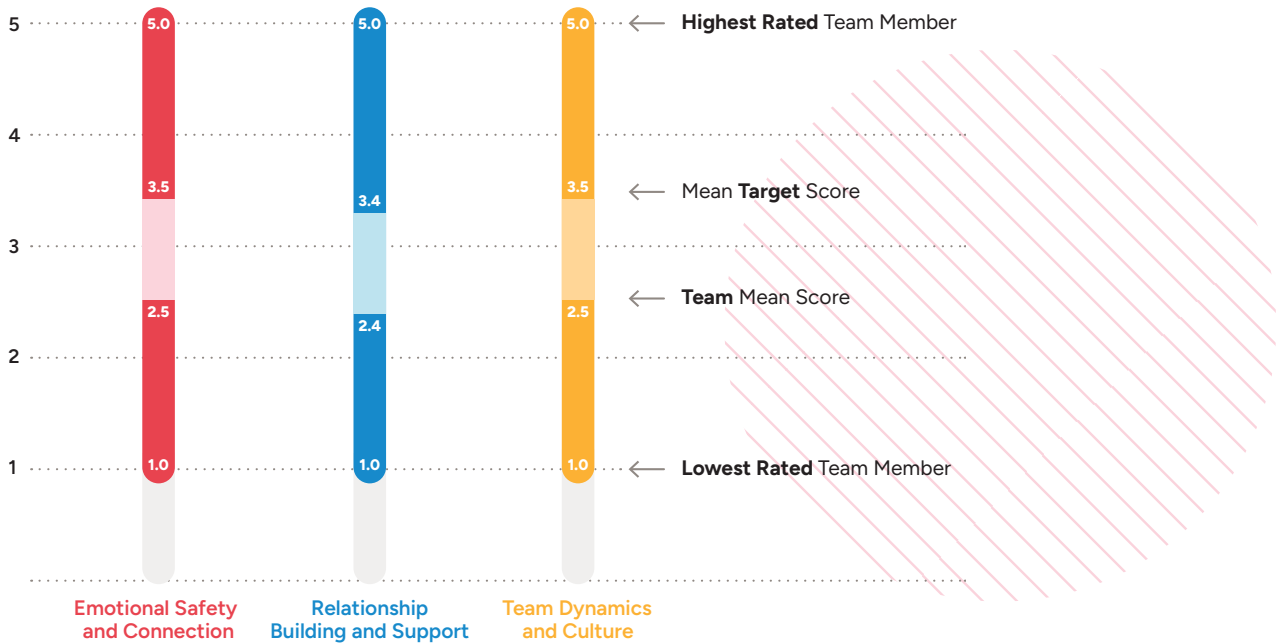
## Top Rated Capabilities



## Gap Analysis of the Lowest Capabilities



## Score Distribution across three domains



These insights help identify **priority areas for development**, enabling the creation of a **targeted training plan** to enhance team emotional safety and connection.



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