

5 Tips for Working Effectively with teamecho



1. Deep dive: detailed analysis

1 – teamecho Dashboard:

- Look at changes over time.
- Focus: Where are our strengths? High scores, positive comments – what's working well and what can you continue to encourage?
- Focus: Where are there weaknesses? Low scores, critical comments – can you address these directly within the team, or should they be escalated to HR / the steering group?

2 - teamecho Insights Questions

- Which topics were covered in the survey?
- Are there large variations in responses → an indication of differing perceptions within the team?
- Are there comments that particularly help you interpret the results → highlight or note them down!

3 – teamecho Comment Hub

- Use filters: which topics appear most frequently?
- Which comments were rated more critically?
- Where do you see patterns in the feedback?

2. Quick overview: Orientation at a glance

1 – teamecho Heatmap:

- Where are strengths (green)? Where are weaknesses (red)?
- Are there categories you would like to take a closer look at?
- Check: Is a low score driven by a single question, or does it affect the entire category?

2 – teamecho Key Insights:

- Overview of the latest survey – including the key themes from the comments.
- Review the comment summary – what were the key topics?
- Read the Key Insights before a team discussion to get a quick overview and set the right focus areas.

3. Interpreting scores

1 – High scores & positive comments:

→ Strengths, protective factors, resources

Goal: maintain, nurture, and draw on them during
stressful times.

2 – Low scores & critical comments:

→ Weaknesses, risk factors, barriers

Goal: reduce them and implement appropriate
measures.

3 – Standard deviation / spread:

High spread = differing perceptions within the
team.

Goal: ask follow-up questions to gain deeper
understanding.

4 – Score trends

→ Improvement: Has the score improved?

Consider whether this is a natural fluctuation (e.g.
after a successful project) or a genuine upward
trend.

Goal: monitor, maintain, and reinforce effective
measures.

→ Deterioration: natural fluctuation OR downward
trend?

Goal: stay alert and take early action.

4. Setting goals – for you and your team

- Use the results to define clear goals for your team.
- Consider: Is there a category you want to focus on together?
- Work with your team to define actions and target outcomes: "What do we want to see differently in the next survey?"
- Make progress visible and celebrate successes together – this strengthens motivation and team cohesion.

5. Discuss results within the team

- Use the newsfeed to make results and actions transparent.
- Show your team: I value your feedback and I take care of it.
- Invite your team to actively contribute to solutions: "What can we do together to improve?"