



Team Dynamics Scan

UNDERSTAND YOUR TEAM

A collective diagnostic that reveals how a team is working together right now, so decisions are based on a clear view of its internal condition.

What it is

Team Dynamics Scan is a collective diagnostic for organizations that want to understand how a team is working together right now. It reveals the dominant tensions, imbalances, and interaction patterns shaping the team's current condition, so the internal environment becomes legible before any further action is taken.

What it is not

- It is not a personality test.
- It is not an engagement survey.
- It is not coaching.
- It is not a performance review.
- It is not a culture audit.
- It does not prescribe action.

It shows the team's present condition as a collective.

It does not tell the organization what to do next.

What it is for

It is for moments when an organization needs to understand what is happening inside a team before intervening, restructuring, facilitating, or making further decisions.

It is designed to help leadership, facilitators, and organizations see:

- where tension is accumulating
- where the group is cohesive or fragmented
- how the team is currently relating, responding, and holding pressure
- whether the issue appears contained at team level or points to something wider

Expected outcome

A clear view of the dominant tensions, imbalances, and interaction patterns shaping the team right now.



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How it works

The team completes a short diagnostic individually.

Each participant receives a personal result reflecting their current place within the team dynamic.

All responses are then aggregated into a collective view, revealing the dominant tensions, imbalances, and interaction patterns shaping the team as a whole.

Individual responses remain private by default, to preserve honest input and ensure the accuracy of the collective result.

The organization receives the collective picture, not personal disclosures.

What you receive

A clear, structured view of the team's current dynamics, including:

- the dominant patterns shaping how the team works together
- key imbalances affecting cohesion, trust, and interaction
- areas where tension is accumulating, surfacing, or being suppressed
- an overall picture of the team's internal condition as a whole

Where relevant, the scan may also indicate whether the observed dynamics appear contained at team level or point to broader organizational factors.

Delivered as a collective team read, with individual responses remaining private by default.

Who typically uses it

Leadership teams, facilitators, HR, and organizations that need to understand a team before taking action.



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When it becomes relevant

Team Dynamics Scan becomes relevant when something in a team is no longer working as it should, but the nature of the problem is still unclear.

It is especially useful:

- before a workshop, facilitation process, or team intervention
- when tension is present but difficult to name
- when trust, cohesion, or communication appear weakened
- when performance issues may be linked to internal dynamics
- when leadership needs to understand whether the issue is local to the team or part of a broader organizational pattern
- before making changes that affect how the team is expected to work together

You use it when something feels off in a team, but you do not yet know what is actually going on.

Optional add-on

A private audio briefing can be added to accompany the report and walk through the scan's main findings.

This offers a more direct and conversational way to clarify the main patterns and make the overall picture easier to absorb.

Method note

Team Dynamics Scan is based on Oriccalco's proprietary method, **Symbolic Intelligence**.

Rather than measuring opinion alone, this method reads the patterns, tensions, and structural dynamics shaping how a team is currently holding, relating, and responding as a collective.