



SIKKHONA



Sikkhona® Team Assessment

Diagnostic of the team's psychological safety

Comparasion report
Diplomatico

December 28, 2024
March 07, 2025

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The report

All teams, either professional or personal, go through different stages in the development of their trust and cohesion. Sikkhona® Team Assessment offers an objective evaluation of the level of psychological safety and team cohesion, based on a series of behaviours which are evaluated by its own members..

Sikkhona® Team Assessment* **diagnoses the level of psychological safety of the team** offering an objective in-depth analysis of the stage it finds itself in, and it does so based on a series of behaviours evaluated by its own members.

The report **is obtained from an anonymous questionnaire**, which the team members answer, so the positions in the map cannot be identified with a specific person.

The report contains a map which shows where each member sees the team, indicating the corresponding station (Diplomatic, Open, Involved, Synergistic) or derailment (Apparent, Sectarian, Stuck).

If the team is, according to one of its members, in a functional station, it is indicated with a green dot. If it is in a derailment, it is indicated with a red dot.

The number shown on each point (green or red) shows the number of people in the team who see the team in this station or derailment.

On the main track, the green dot can be located in different intermediate positions between stations, indicating a greater or lesser proximity to the superior station. In the derailments,

there are only two possible positions: danger of derailment (the red dot is situated on the path to the derailment) or complete derailment (the red dot is situated on the derailment).

From a systemic view, the lowest unresolved point will always be indicated on the Sikkhona® map.. The model is designed to point out the need to act in the lower trust scenario, from the perspective that, if a team does not have a solid base, even if the higher ranks are consolidated, sooner or later it will have difficulties since the trust foundations are weak.

For example, if a team shows a great evaluation in behaviour of the stretch Open and Involved, but bad evaluations in the Diplomatic and Open stretch, the model will situate the evaluation on the lower stretch (between Diplomatic and Open).

The same will be true for derailments: the model will always point out the lowest one. Hence, if in a group there is an assessment that indicates Sectarian derailment, and also an Apparent derailment, the model will place the point at the Apparent derailment.

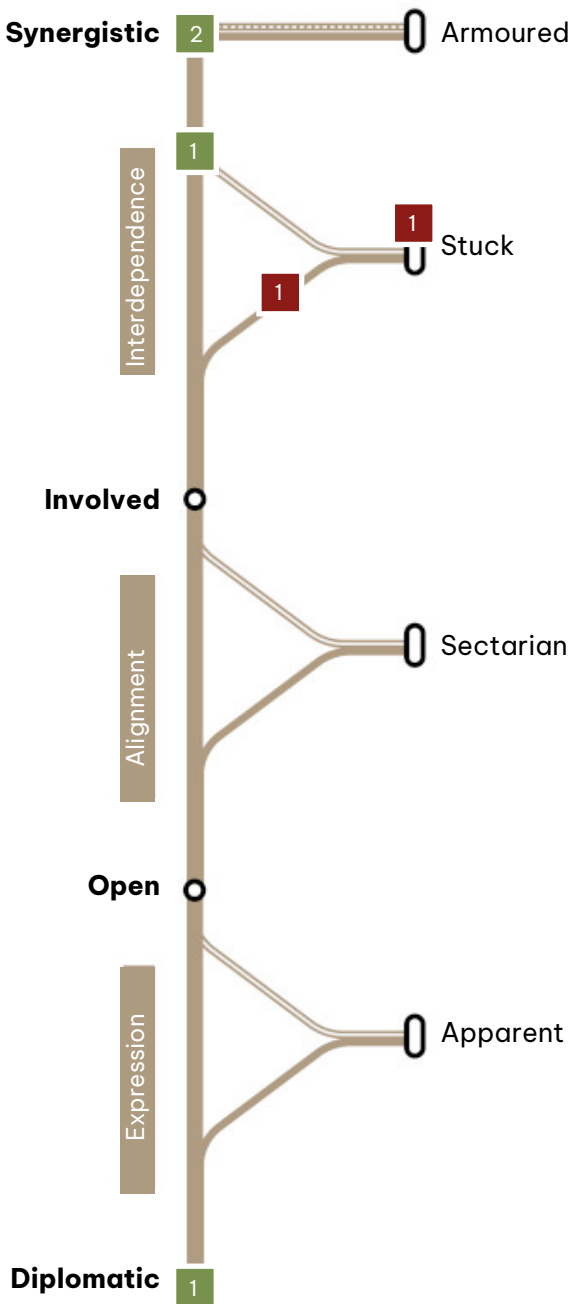
The following pages define the current state of the team and its diagnostic, and provide a comparison with the team's previous state.

* The model has been validated by the Department of Applied Statistics at the Autonomous University of Barcelona and has been used by over 400 organisations in more than 20 countries.

Previous state

Polarized **Diplomatic**
Derailment presence **Stuck**

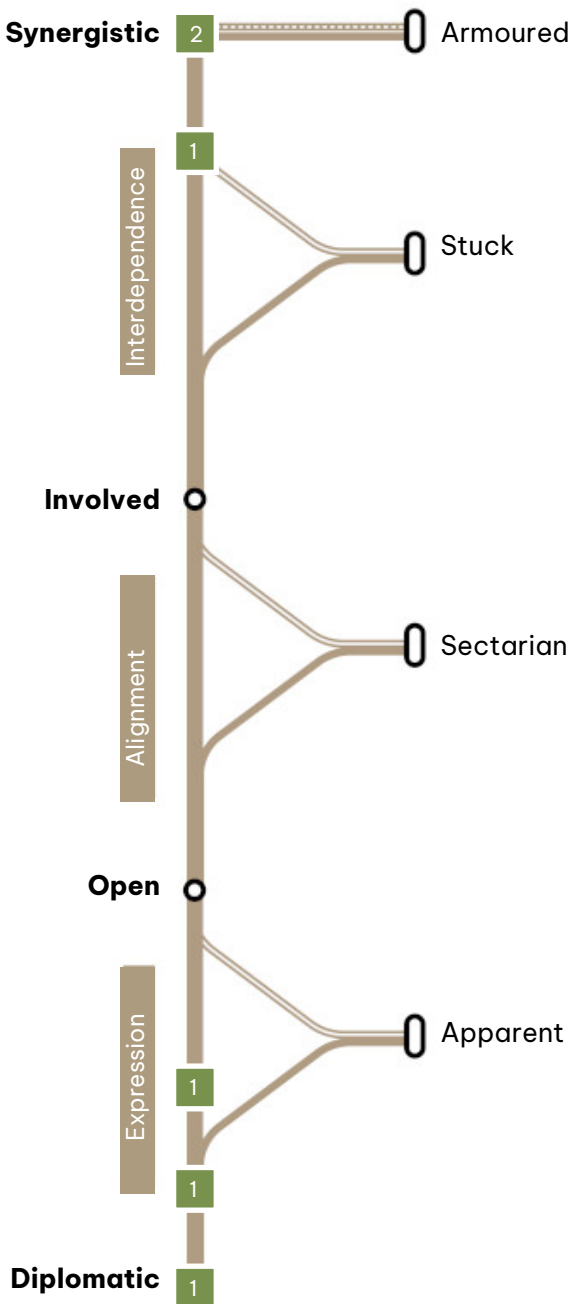
Previous map
28 December 2024



Current state

Polarized **Diplomatic**
Absence of derailments

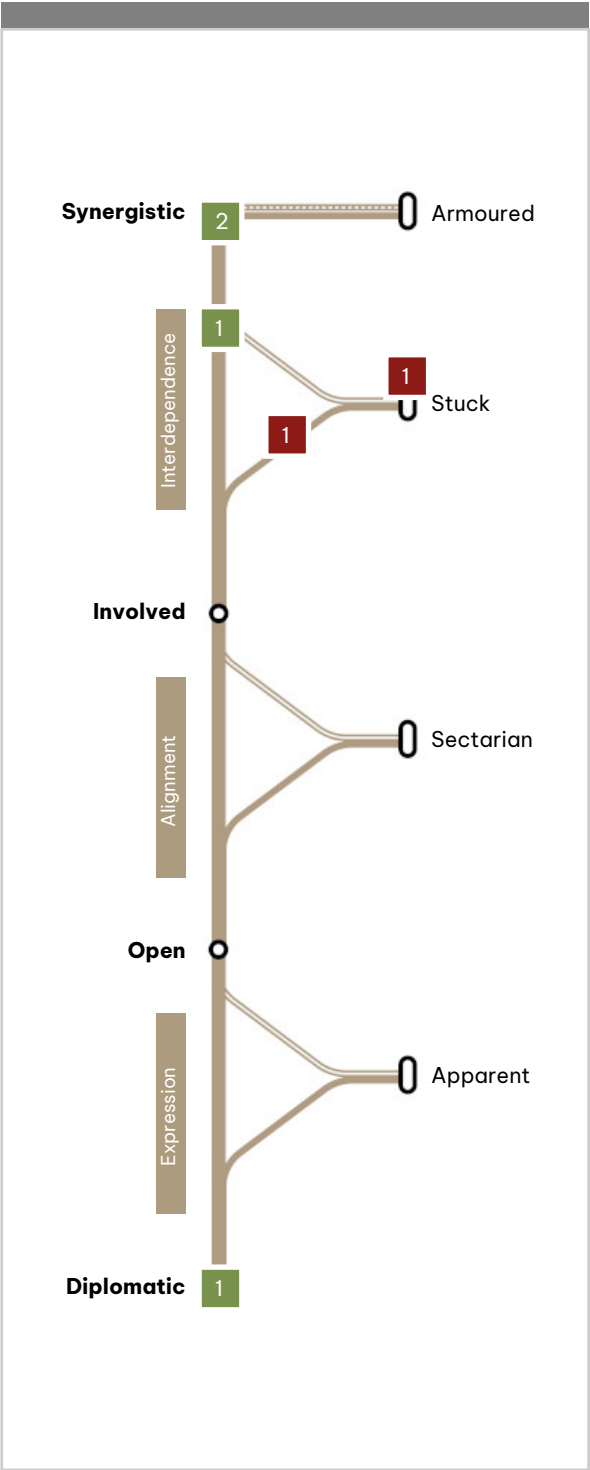
Current map
7 March 2025



Comparasion

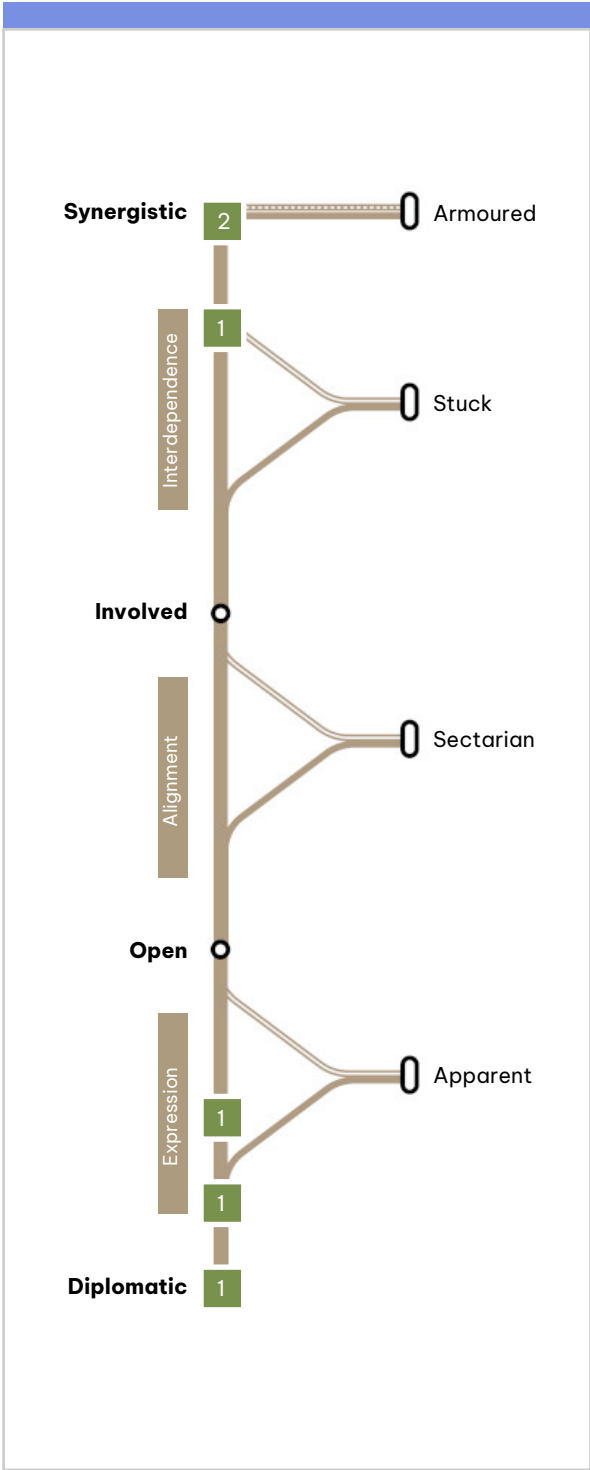
Previous map

28 December 2024



Current map

7 March 2025



Working with Sikkhona® Model



Sikkhona, apart from the conceptual model and the diagnostic of the psychological safety of the team, provides a set of images and of dynamics to create communication spaces which every team will need depending on the stage they find themselves in.

Additional support for teams

To understand better the psychological safety of a team (understood as the level of trust, cohesion and alignment), as well as to know how to use correctly those specific dynamics which will help the team evolve and develop their level of trust.

From Instituto de Comunicación we recommend turning to our certificates in the Sikkhona® Model, who will be able to bring in a greater detail in the interpretation of this report, and facilitate a better journey towards building up a high-performing team.

Contact us!

**Do you want more
information?**

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