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Team Potential *Mapping*

Sample report – public excerpt

ORGANISATION	Sample Ltd (illustrative)
RESPONDENTS	24 · knowledge-work team
PERIOD	Sample report
CONFIDENTIALITY	Aggregate view only

The data in this report is illustrative and does not reflect any real organisation.

Public excerpt. The full report also includes a detailed view of the areas, themes from open responses, and the team pattern distribution.

The overall picture

54%

COMPOSITE SCORE OF POTENTIAL-SUPPORTING CONDITIONS

Several potential-supporting conditions are in place, but workload, limited room for recovery, and restricted visibility and autonomy hold back the fuller use of the team's capability.

WHAT THIS REPORT SAYS IN ONE PARAGRAPH

The willingness to contribute is there, but high workload and little room for recovery limit how much of it is used. The strongest resource is meaningful work – people know why their work matters. The biggest area for growth is visibility and autonomy: there are more ideas and initiative than the environment currently draws out.

65%

STRONGEST AREA
MEANING

42%

BIGGEST AREA FOR
GROWTH
VISIBILITY & AUTONOMY

3

PRIORITY
ACTIONS

The following pages show an overview of the five areas and offer three priorities where change could have the greatest impact.

Five areas

Each area shows to what extent the work environment currently *supports* potential. A higher percentage means conditions in that area are more favourable; a lower percentage marks a place where something is holding the resource back.

Meaning

65%



A strong resource. People sense the point of their work and its link to a larger goal.

Psychological safety

58%



Partly in place. Some thoughts and concerns still go unshared.

Recognition & achievement

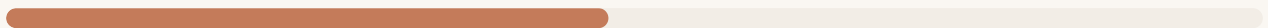
55%



Needs attention. Effort is not always noticed consistently enough.

Workload & room for recovery

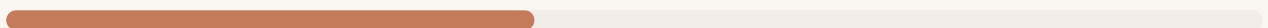
48%



Elevated load. Pace and interruptions limit focus and recovery.

Visibility & autonomy

42%



The biggest area for growth. There are more ideas and initiative than the environment draws out.

● Strong resource (60%+) ● Needs attention (50–59%) ● Area for growth (40–49%) ● High risk (below 40%)

Where to start

1

Reduce the number of parallel priorities and rapid task-switching

The most direct lever. When pace and interruptions ease, room opens up for the other areas to improve too.

2

Clarify decision rights and the boundaries of responsibility

When the room to decide matches the responsibility, currently constrained initiative has more room to emerge.

3

Create a regular format for safely raising ideas and problems

A small, consistent rhythm lifts visibility, psychological safety, and recognition all at once.

From report to change

The report is a starting point, not an end. The greatest value comes when the results are interpreted in your context and tied to concrete steps.

NOW

Leadership debrief

A 90-minute session where we look at the results in the context of how your work is organised and any changes under way, and agree on priorities.

1–2 MONTHS

Team workshop

A facilitated workshop that restores visibility and creates a safe format for raising ideas and initiative.

3–6 MONTHS

Follow-up mapping

A new measurement shows whether the changes made are moving in the right direction. One measurement is a snapshot – a repeat is a story.

*This mapping is not a judgement of your team or of you as a leader.
It is a snapshot of a moment – and every snapshot holds an opportunity.*

This is a public excerpt of a sample report. The full report is tailored to the team's results and the organisation's context.

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