From sluggish to supercharged:

The Rocket Model as an evidence-based roadmap to high-performing teams



APS Australian Psychological Society

Pinnacle GROUPAUSTRALIA

Our quest for a robust team diagnostic.

01

Years of searching

For years, we have searched for a team diagnostic that is benchmarked, robust and practical.

02

The Rocket Model at SIOP

At SIOP 2025, we reviewed leading team diagnostics and came across the Rocket Model.

03

First impressions

From the outset, the Rocket Model and TAS made immediate sense to us and our clients.

04

Deeper discovery

We then tested the TAS research base and compared it against other team frameworks.

05

Result

We now have a diagnostic that we trust, and one teams understand.



We like it so much we want to share it with you.

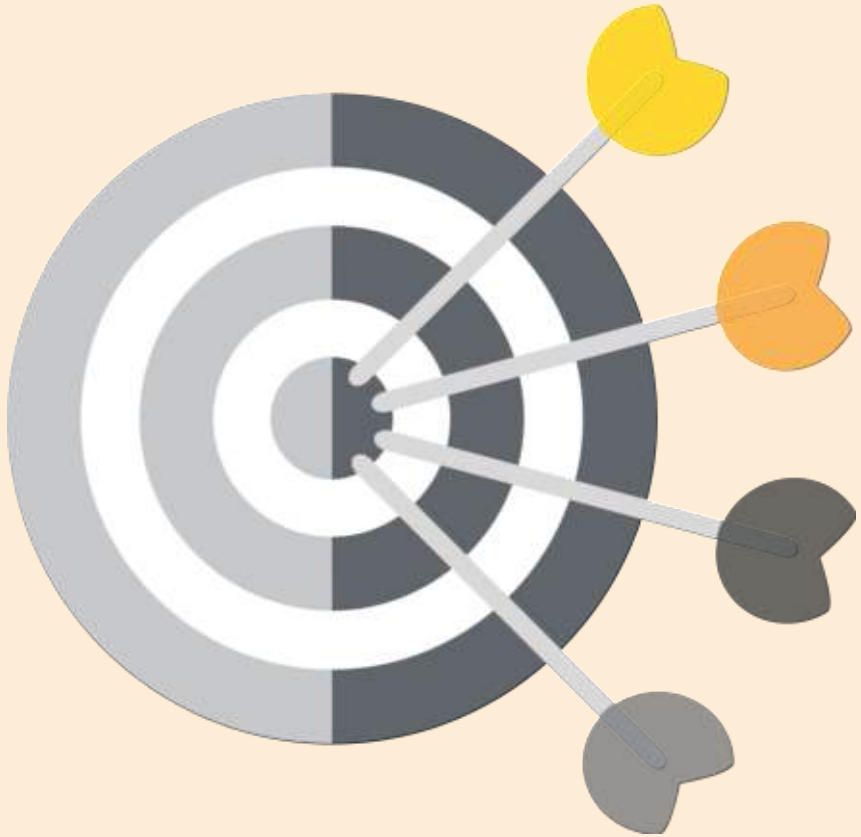
WIN 1 OF 3
Free Team Assessment Surveys
+ a 45-minute leader debrief

HOW TO ENTER

1. Scan the QR code
2. Tell us in 50 words or less why a TAS would benefit your organisation or team
3. Include your name, email and organisation

Entry closes at 11:59pm on Sunday 8th November 2026.

Goals.



1. **Build familiarity** with **the Rocket Model** as a research-backed framework for diagnosing and developing high-performing teams
2. **Explore the Team Assessment Survey (TAS)** and learn how to translate team insights into targeted development actions
3. **Using a practical case study, discover how the Rocket Model** can be applied across teams, organisations, and leadership development initiatives

Introducing the Rocket Model

What is it and how do we use it?

Pinnacle
GROUPAUSTRALIA

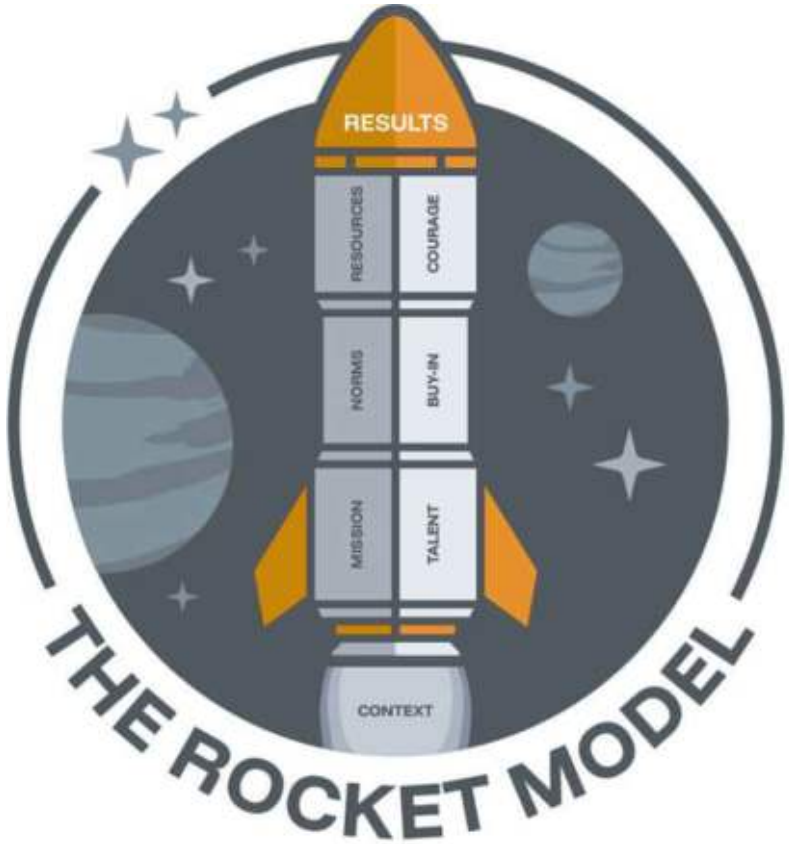
The Rocket Model for team development – 8 core components.

7. COURAGE
Do team members trust each other, and can they challenge each other?

5. BUY-IN
Is there enough motivation to achieve team goals?

3. TALENT
Right size, skills, defined roles, rewards, & team orientation?

1. CONTEXT
What is the situation facing the team? Is there alignment on the internal and external context?

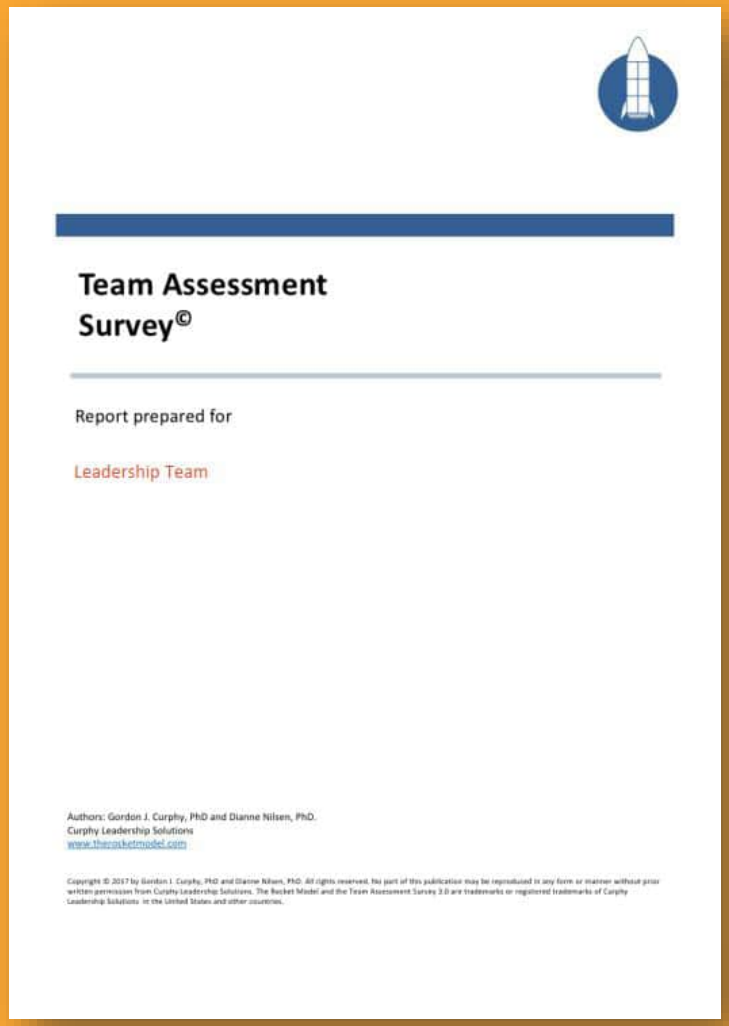


8. RESULTS
Is the team achieving tangible results against identified goals?

6. RESOURCES
Enough budget, equipment, data, authority to accomplish goals?

4. NORMS
Effective rules for meetings, decision-making, accountability and communication?

2. MISSION
What do we need to accomplish? Clear team purpose? Measurable goals?



The Team Assessment Survey – an overview.

- Used with and benchmarked against 5,000 teams globally.
- Provides customer/stakeholder feedback on team performance.
- Provides teams with benchmarked feedback against 33 different team types.
- Helps teams have the right conversations.

The Team Assessment Survey – 3 key sections.



01 Team Quotient (TQ) Score

02 Individual Components

03 Written Comments

The TQ is the average percentile score across all eight Rocket Model components.



01 Team Quotient (TQ) Score

- It gives one simple measure of how the team compares with teams around the world
- Four bands guide interpretation: developing (0–25), below average (26–50), above average (51–74) and high performing (75–100)
- Teams can track their TQ over time to measure improvement, then use the component scores (and individual items) to see what is driving it

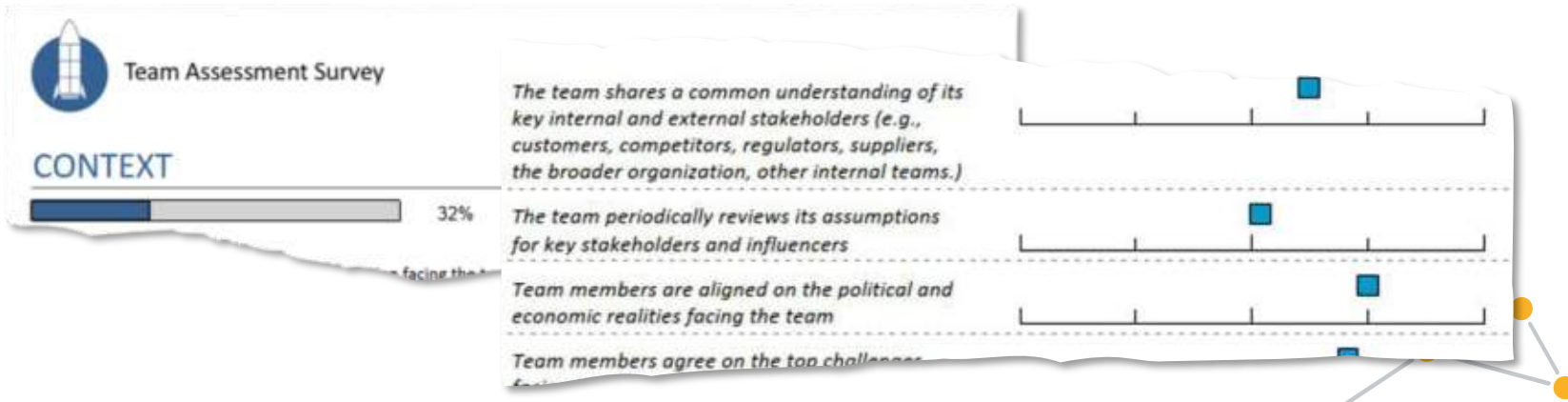


Each of the eight components gets a percentile score against the global benchmark.

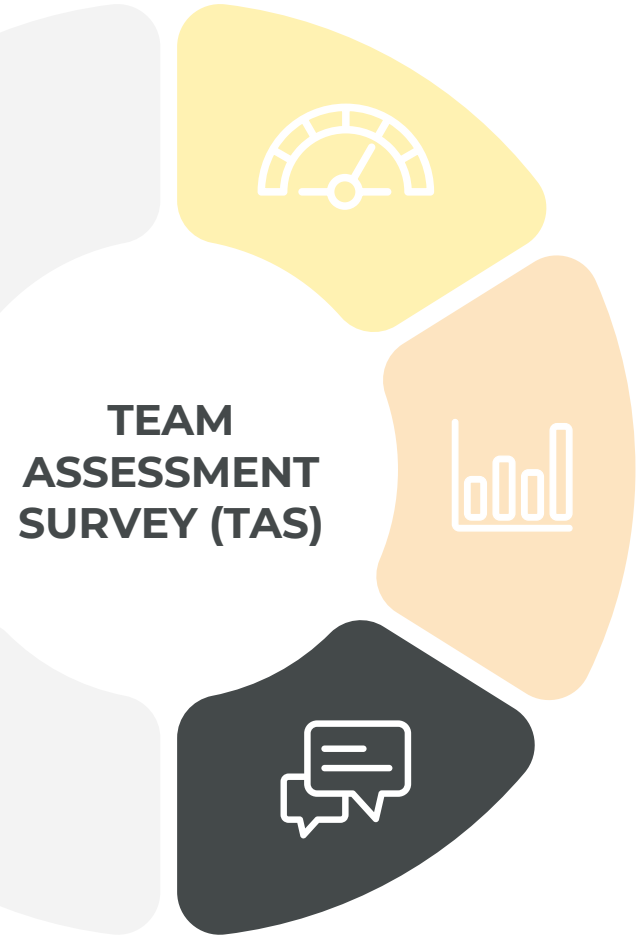


02 Individual Components

- Item results show how the team rated each statement, on a scale from 1 (Strongly Disagree) to 5 (Strongly Agree)
- A red flag marks items where team members see things very differently
- Scores are percentiles, not raw averages: an average rating of about 3.7 out of 5 puts a team near the 50th percentile
- Reports can show team leader ratings vs team ratings and flag significant differences

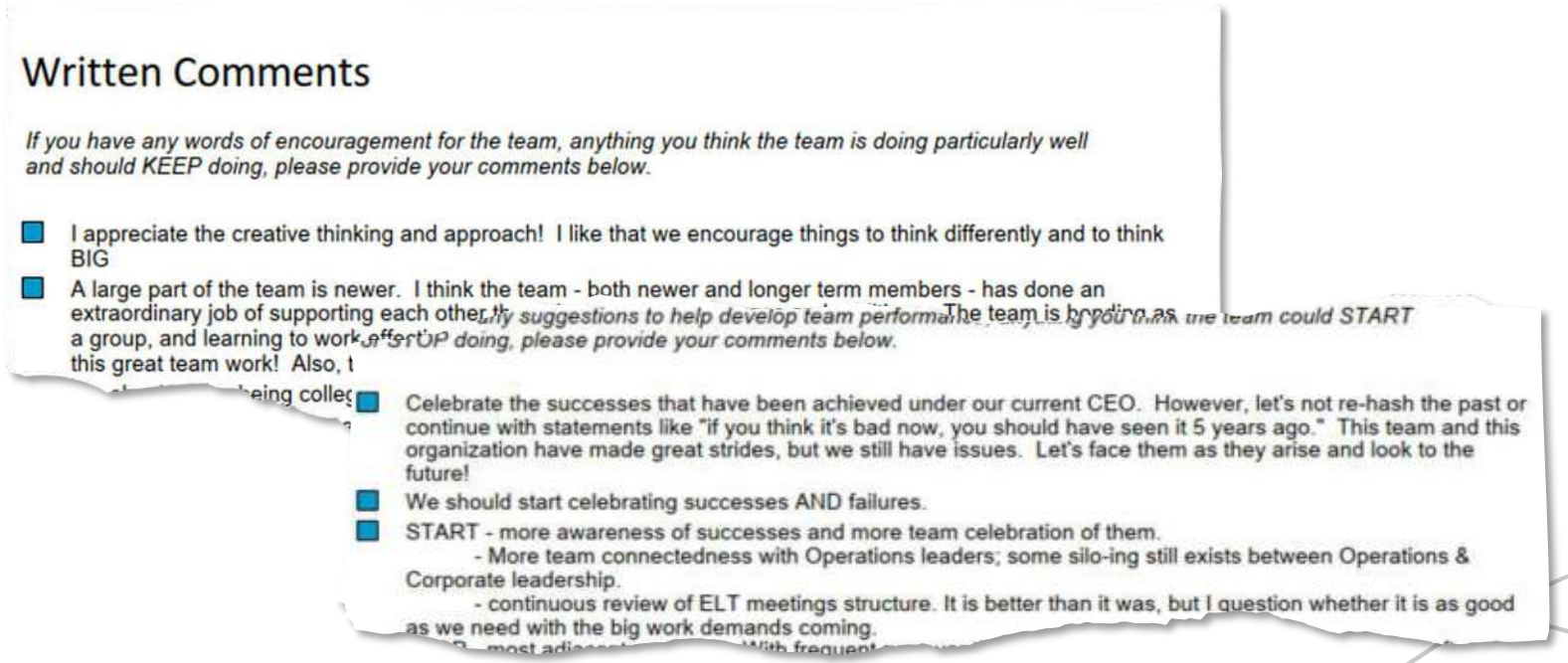


Team members describe what the team should keep, start and stop doing.



03 Written Comments

- Their comments help explain the scores and often name specific behaviours.
- This gives the debrief real examples in the team's own words.



Written Comments

If you have any words of encouragement for the team, anything you think the team is doing particularly well and should KEEP doing, please provide your comments below.

- I appreciate the creative thinking and approach! I like that we encourage things to think differently and to think BIG
- A large part of the team is newer. I think the team - both newer and longer term members - has done an extraordinary job of supporting each other, th... The team is bonding as a group, and learning to work effectively. You're doing this great team work! Also, t... being colleg...

...ny suggestions to help develop team performance... ...you think the team could START or STOP doing, please provide your comments below.

- Celebrate the successes that have been achieved under our current CEO. However, let's not re-hash the past or continue with statements like "if you think it's bad now, you should have seen it 5 years ago." This team and this organization have made great strides, but we still have issues. Let's face them as they arise and look to the future!
- We should start celebrating successes AND failures.
- START - more awareness of successes and more team celebration of them.
  - More team connectedness with Operations leaders; some silo-ing still exists between Operations & Corporate leadership.
  - continuous review of ELT meetings structure. It is better than it was, but I question whether it is as good as we need with the big work demands coming.

3 uses for the Rocket Model

Using the Rocket Model and TAS with individual teams, organisations, and leadership development

Pinnacle
GROUPAUSTRALIA

Different uses for the Rocket Model and Team Assessment Survey.

01
INDIVIDUAL TEAMS

- Used to diagnose how a specific team is functioning.
- Foundation for a focused, practical team development program that lifts team performance.

02
ORGANISATIONS

- Identifies developing through to high-performing teams across the organisation.
- Identifies trends across divisions and the organisation.
- Informs targeted interventions and development opportunities.

03
TEAM & LEADER DEVELOPMENT

- Provides an evidence-based framework for team and leader development.
- Enhances leadership capability through practical tools and systems.

Different uses for the Rocket Model and Team Assessment Survey.

01
INDIVIDUAL TEAMS



- Used to diagnose how a specific team is functioning
- Foundation for a focused, practical team development program that lifts team performance.

02
ORGANISATIONS



- Identifies low, medium, and high-performing teams across the organisation
- Identifies trends across divisions and the organisation.
- Informs targeted interventions and development opportunities

03
TEAM & LEADER DEVELOPMENT



- Provides an evidence-based framework for team and leader development.
- Enhances leadership capability through practical tools and systems

The TAS as a framework for a targeted Executive team development program.

WORKSHOP 1

MISSION

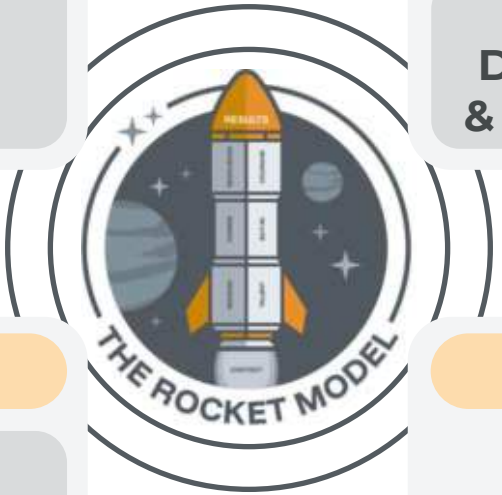
TALENT

- ✓ Create team charter
- ✓ Define roles & responsibilities

WORKSHOP 2

NORMS: DECISIONS & MEETINGS

- ✓ Agree core ELT and portfolio decisions
- ✓ Improve efficiency and effectiveness of ELT meetings



WORKSHOP 3

BUY-IN

COURAGE

- ✓ Explore conflict management styles
- ✓ Build psychological safety

WORKSHOP 4

APPLY OUR LEARNING & NEXT STEPS

- ✓ Team problem solving activity
- ✓ Agree timing of TAS retest

Application of the TAS for 100+ teams.

02
ORGANISATIONS

- Identifies low, medium, and high-performing teams across the organisation
- Identifies trends across divisions and the organisation.
- Informs targeted interventions and development opportunities

KEY INSIGHTS

Organisational summary



Team-by-team breakdown



Targeted assistance for developing teams



KEY ACTIVITIES

ELT Debriefs



Leaders 'train-the-trainer' debrief forum



Team action planning forum



Application of the TAS for 100+ teams.

02
ORGANISATIONS

- Identifies low, medium, and high-performing teams across the organisation
- Identifies trends across divisions and the organisation.
- Informs targeted interventions and development opportunities

Team	Branch	TQ	Context	Mission	Talent	Norms	Buy-In	Resources	Courage	Results	Team Type
Team A	Branch 1	83	80	90	84	86	82	60	90	88	Hybrid
Team B	Branch 1	80	80	88	76	84	76	76	80	82	Hybrid
Team C	Branch 1	80	92	82	80	86	84	60	84	70	Hybrid
Team D	Branch 2	77	82	84	74	82	76	64	74	76	Hybrid
Team E	Branch 3	76	78	76	66	80	82	76	80	70	Hybrid
Team F	Branch 4	74	88	58	76	80	72	74	72	74	Hybrid
Team G	Branch 2	74	80	78	70	80	62	70	70	78	Hybrid
Team H	Branch 3	72	80	82	62	84	82	40	82	64	Hybrid
Team I	Branch 1	62	86	56	68	60	66	46	64	52	Hybrid
Team J	Branch 5	56	58	46	58	66	70	44	68	36	Hybrid
Team K	Branch 1	50	44	48	54	62	46	44	56	46	Group
Team L	Branch 3	44	48	48	16	36	60	14	70	60	Hybrid
Team M	Branch 2	43	40	50	30	44	34	54	48	40	Hybrid
Team N	Branch 2	38	54	38	30	48	26	22	56	30	Hybrid
Team O	Branch 3	35	58	26	30	44	32	10	50	30	Hybrid
Team P	Branch 2	31	50	30	12	20	26	4	46	56	Hybrid
Team Q	Branch 3	19	48	10	0	20	20	10	36	10	Group
Team R	Branch 2	11	14	14	6	8	6	4	22	14	Group

High performing Above average Below average Low performing

The Rocket Model as a framework for team and leadership development programs.

03

TEAM & LEADER DEVELOPMENT

- Provides an evidence-based framework for team and leader development.
- Enhances leadership capability through practical tools and systems

PROGRAM LAUNCH



ROCKET MODEL OVERVIEW

WORKSHOP 1



CONTEXT

MISSION

WORKSHOP 2



TALENT

NORMS

WORKSHOP 3



BUY-IN

RESOURCES

WORKSHOP 4



COURAGE

RESULTS

Wrap up

Resources

Pinnacle
GROUPAUSTRALIA

Key resources.



01 The Official Rocket Model Website

https://rocketmodelforteams.com/

02 Ignition - A Guide to Building High-Performing Teams

The book behind the model, co-authored by Gordon Curphy

03 TQ White Paper

Deeper dive into the Team Quotient (TQ)

04 Today's Slides

Everything from today's session accessible on the conference app

05 Chat with us!

info@pinnacle-group.com.au



THANK YOU!

Pinnacle
GROUPAUSTRALIA

Level 3, 546 Collins Street
Melbourne VIC 3000. Australia

info@pinnacle-group.com.au

+61 3 9001 1577

pinnacle-group.com.au