🔺 MPS Framework

12 Team Effectiveness Models with MPS Integration Comparison Sheet

Model	Purpose	Focus	Aims to Achieve	Color Assessment	How MPS Framework Complements it
1. GRPI Model	Clarify team structure & reduce confusion	Goals, Roles, Processes, Interpersonal Relationships	Alignment, accountability, & collaboration	🟧 - covers structure but misses emotional depth	Adds emotional depth & motivation diagnostics
2. Forming, Storming, Norming, Performing	Tuckman's model describes team development stages.	Necessary stages a team progresses through to mature and become high-performing	Help leaders support teams through forming to performing	🟧 - useful for timing but lacks motivational depth	Reveals motivational breakdowns that stall progress between stages
3. The 5 Dysfunctions of a Team	Lencioni's model identifies key dysfunctions that block success	Trust, Conflict, Commitment, Accountability, Results	Build trust and drive collective performance	🟧 - strong on trust, weak on burnout triggers	Surfaces burnout risks and cognitive overload beyond interpersonal trust
4. High Performing Teams Model	Define the traits required to become a highly effective team	Achieving shared goals through continuous learning, collaboration, and adaptability	Enable sustained excellence, enhanced productivity, and innovation	🟩 - strong outcomes, but assumes motivation is stable	Diagnose why high-performing teams lose momentum or burn out
5. Hackman's 5 factors of Team effectiveness	Emphasize team design and support systems	Structure, Coaching, Context	Create conditions for long-term team success	🟧 - strong setup, but lacks emotional diagnostics	Adds emotional cognitive friction analysis to design principles
6. Five Dynamics of Teamwork & Collaboration	LaFasto & Larson's model explores team member & leadership dynamics	Collaboration, Leadership, Communication, Environment	Improve team synergy and decision-making	🟧 - relational focus, but not burnout-aware	Highlights motivational gaps & alignment issues within leadership styles

Color Legend: 🟩 - strong emotional or motivational coverage   🟧 - useful structure or dynamics but missing depth   🟥 - Lacks emotional or motivational relevance

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7. Team Performance Curve	Drexler/ Sibbet Model map team journey from start to renewal	Orientation, Trust, Commitment, Goal, High Performance, Renewal	Guide teams through change and renewal cycles	🟧 - good lifecycle view, light on cognitive load	Identifies emotional and cognitive blockers during transitions
8. McKinsey 7-S model (management framework)	Analyzes org's internal elements to assess & improve effectiveness & alignment	Strategy, Structure, Systems, Shared Values, Skills, Staff, and Style must be aligned to succeed.	Holistic organizational alignment and adaptability	🟥 - macro-level, not team-specific or emotional	Localizes motivational diagnostics within team-level systems
9. Google's Project Aristotle	Google's initiative to discover what makes teams effective -180 teams researched	Psychological safety was most important & a safe environment for collaboration	Foster safe, high-performing environments	🟩 - strong emotional insight, but not diagnostic - not based on traits or personalities	Adds burnout and cognitive load diagnostics to safety-focused teams
10. The Nine Belbin Team Roles	Balance team personalities and strengths	Teamwork and team-building by identifying nine distinct roles to improve performance	Maximize individual strengths and reduce friction	🟧 - good for team dynamics, not motivation	Reveals motivational mismatches and engagement gaps across roles
11. Team Emotional Intelligence Model	Enhance emotional awareness and empathy	Ability to develop shared behavioral norms to create a productive emotional & social environment	Build emotionally resilient and connected teams	🟩 - strong interpersonal layer, lacks burnout lens	Adds structural and cognitive diagnostics to emotional insight
12. MPS Framework	Identify & diagnose motivation breakdowns	Foundational, Communication, Burnout layers	Reveal hidden frictions, reignite motivation, & sustain performance	🟦 - uniquely diagnostic across all layers	MPS adds a diagnostic layer that helps explain why teams stall or disengage