



HR / People Ops	Managers	Consultants	Remote teams
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Diagnose team dynamics with real behavior — not surveys.

UNSOLO is a structured, cooperative puzzle-game session built for distributed teams. In 45–60 minutes, teams face a sequence of challenges where discovery, coordination, and communication are the real test. **It's genuinely fun**—teams leave energized, with a shared story and a clearer sense of how to work together. You receive an executive-ready report with strengths, friction points, and specific actions to improve performance.

Why it works

- Teams can't "talk their way" through it — collaboration shows up in the work.
- Designed for remote: split responsibilities, asymmetric information, and interdependence.
- It doubles as team-building: shared challenge → shared language for improvement.

What leaders get

- A clear narrative of what happened and why it mattered (no jargon required).
- Role and communication patterns (who drives, who clarifies, where overlap slows decisions).
- Execution signals (blocked moves, restarts, error patterns, recovery behavior).
- 3–5 prioritized recommendations tailored to this team.

How a pilot works

- Pick a team + use case (baseline, post reorg, enablement, coaching).
- Run the session (multiple groups of 3–4 in parallel; facilitation optional).
- Receive the report within 24 hours and a short leader debrief if desired.

Example of what the report says (plain English)

"The team was supportive and adaptable. Early on, overlapping talk and role confusion created execution friction. As constraints became clear, communication became more sequential and coordination improved.

Recommendation: set a clear coordinator at the start of complex work, and establish role expectations to reduce restarts."

Signals captured: duration, move efficiency, blocked moves, restarts, communication balance, recovery patterns.

Common outcomes

- Faster decisions (less overlap, clearer ownership)
- Cleaner handoffs (fewer blockers and rework)
- Better working agreements for remote teams
- Stronger coaching conversations (evidence-based)
- Baseline + re-run to measure improvement
- Early warning on team friction after change

Next step: schedule a 20 minute walkthrough and set up a session for your team.



What you receive after an UNSOLO session

A clear, executive-ready narrative of what happened, supported by evidence (data + excerpts), plus specific recommendations you can implement immediately. The report is designed to be readable by non-technical leaders and deep enough for HR, coaches, and analysts.

Executive Summary	Act-by-Act Story	Team & Player Profiles	Recommendations	Deep Dive + Data
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Section 1: Executive Analysis

Executive Summary — story of the session in accessible language: what helped, what hurt, and where the team improved.

Game Flow & Mission — plain-language explanation of each act’s goal so readers understand context (e.g., lock/unlock, asymmetric info, split controls).

Team Performance — key patterns and turning points + “what it means for work.”

Player Profiles — short, constructive profiles (supportive / driving / coordinating) with examples.

Recommendations — 3–7 targeted actions (roles, comm patterns, decision cadence, working agreements).

Section 2: Professional Deep Dive

Methodology — frameworks used (e.g., team development stages, roles, cognitive load, recovery).

Game Analysis — evidence-based readout per game: what changed, why, and which behaviors mattered.

Communication Dynamics — overlap vs sequential talk, voice balance, sentiment shifts, repair & recovery.

Player Analytics — participation and behavior signals by player (leadership, coordination, clarifying).

Session Timeline — time-stamped highlights and key quotes (for debrief discussions).

Statistics — move counts, blocked moves, restarts, and other efficiency measures.

How the report reads

Readable first, deep second.

Leaders can stop after Section 1 and still leave with a crisp, actionable view. Section 2 is for HR, coaches, and analysts who want evidence and detail.

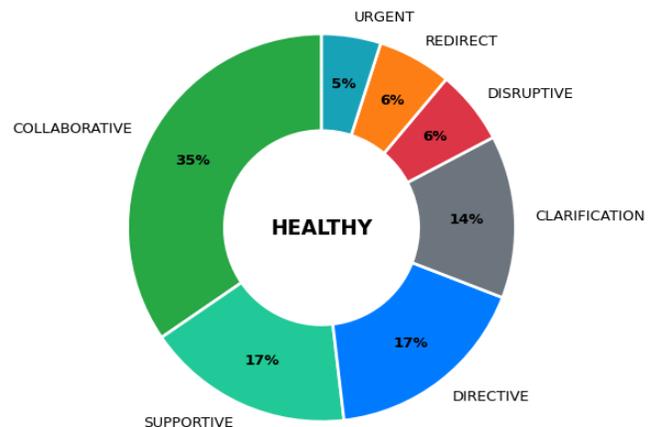
Designed for debrief.

Each finding is paired with an example (quote, moment, or metric) and a recommendation. This makes coaching conversations concrete and non-personal.

Example metrics: Interruption Intent

Shows: Breakdown of interruption types based on analysis of communications. Center shows health score.

Look for: Mostly green/gray = healthy communication. Large DIRECTIVE = command-oriented. Any DISRUPTIVE = worth investigating.



Want a redacted sample report PDF you can forward internally?