



Organizational X-Ray and Team X-Ray

Which One Fits

The difference, the crossover and how to choose

The problem both solve

Most leaders can name the symptoms: decisions take too long, nobody is sure who owns what, everything waits on one person, commitments slip, and leaders and staff describe the same week differently. The harder question is why.

A symptom can come from how work is set up, from habits, from capability, or from a mix. When the cause is guessed, the fix usually targets people: more training, a new hire, another accountability push. When the cause is structural, those fixes cost money and change little.

The Organizational X-Ray and the Team X-Ray exist to stop the guessing. Both ask the people doing the work how it actually runs, then show leadership where the friction is and what to look at first.

What both X-Rays give you

Both are built on the same method and the same protections; they differ in what they look at.

- A confidential survey of owners or executives, managers and staff, with questions adapted to each role.
- A written report, the Organizational Health Assessment: Diagnostic Findings and Action Plan, in a private portal and as a PDF.
- Results by area and subtopic, each area with a label confirmed by PRISM, and no overall score that could hide a problem.
- Where leaders and staff see the same question differently.
- Strengths and Hidden Opportunities: what is working, what leaders see that staff do not, and what to improve without losing what works.
- Written themes and staff suggestions, reviewed by PRISM before release.
- Fixed privacy rules: no result for a group under five, no way to work out a smaller group, no individual scores.
- A review by people at PRISM in two to six business days before anything is released.

Deeper or wider

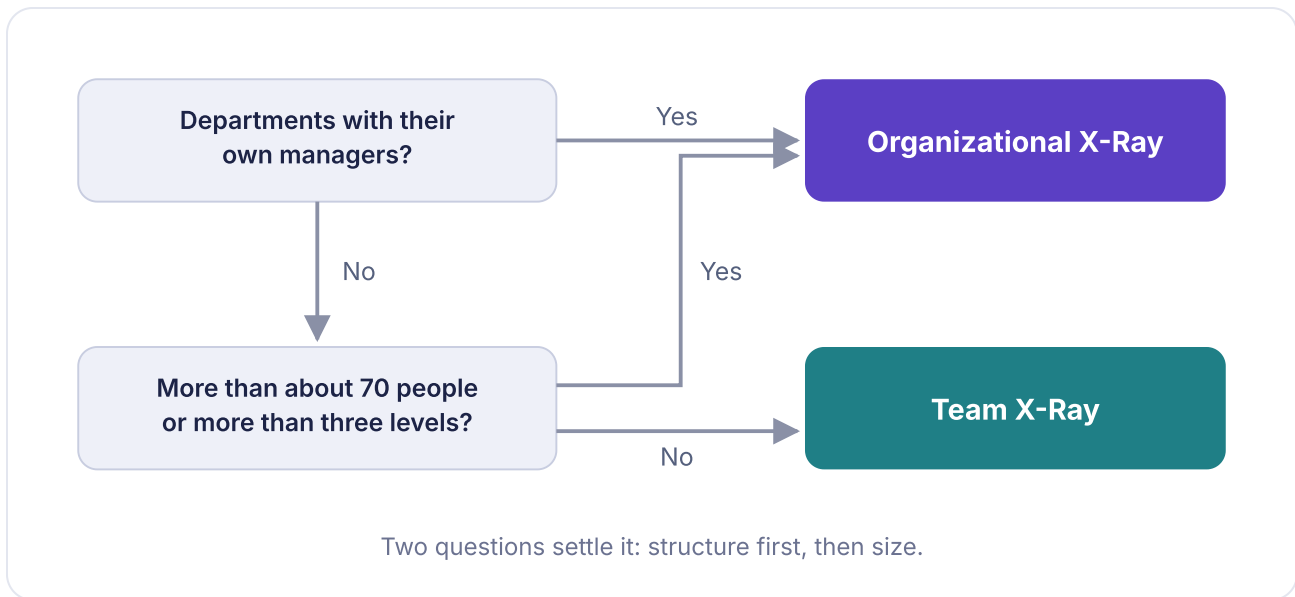
The Team X-Ray goes deep on one group and how it works with its owner or leader. The Organizational X-Ray goes wide, across departments and management layers, to show where the structure breaks down between groups.

	Team X-Ray	Organizational X-Ray
Built for	One business, office or team	An organization with several departments and management layers
Typical size	About 10 to 70 people	Larger, or any size with real departments
Levels	Up to three: owner or executive, managers, staff	Executive leadership, people managers, individual contributors
Question it answers	How does this group work with its leader?	How does the structure work across groups?
Areas	Six, including Leadership Involvement and Key-Person Dependence	Four, across clarity, management, meetings and AI
Results by department	No	Yes
Comparisons between levels	Where groups are big enough; in small teams often leaders against everyone else	Executives, managers and staff, each against the others, plus department against department
Written themes	Paraphrased, from topics several people raised	From topics several people raised; approved quotations possible
Follow-up	A 45-minute session with PRISM	A walkthrough with PRISM

The Team X-Ray asks more about the owner's role because that is where small organizations get stuck: who decides, what only one person knows, and what happens when the owner is out. The Organizational X-Ray gives more because it can compare parts of the organization, which a single team cannot.

The crossover

Between about 50 and 70 people, either X-Ray can work, and the deciding question is structure, not headcount.



If you have departments with their own managers, choose the Organizational X-Ray. With the Team X-Ray you would get less: no department results, and fewer comparisons between levels would be large enough to show.

What a report shows

The most useful findings are often the gaps between what leaders believe and what staff experience. These come from the public sample reports, which use fictional organizations and test data.

Sample	Finding	Leaders	Staff
Team X-Ray, a fictional dispatch business	Decision authority looks strong to leaders, less so to staff	88% favorable	38% favorable
Team X-Ray, same business	Escalation and oversight	77% favorable	29% favorable
Organizational X-Ray, a fictional manufacturer	Cross-team cooperation looks strong to executives, less so to staff	87% favorable	45% favorable
Organizational X-Ray, same company	Meeting outcomes	86% favorable	45% favorable

A gap like this does not say who is right. It says leadership may have a practice worth keeping whose benefits are not reaching the people doing the work, and it tells you exactly where to look.

See the full samples: [Team X-Ray sample](#) and [Organizational X-Ray sample](#).

What it is not, and the next step

Neither X-Ray is an audit, a legal, compliance or HR determination, or a verdict on any person. A survey shows where to look; it does not prove a cause. Both say so plainly in the report.

If you are not sure which one fits, a short call settles it in a few minutes: how many people, how many levels, and whether you have departments with their own managers.

- [Book a call with The PRISM Group](#)
- [Team X-Ray](#)
- [Organizational X-Ray](#)

Leading a school? The [School Operational MRI](#) is built for schools.

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