

TEAM ASSESSMENT

This questionnaire is a straightforward diagnostic tool for helping you to evaluate your team's effectiveness at working together. It can be useful for all team members to complete the diagnostic and review their results, discussing any discrepancies and identifying the implications for the team.

Instructions: use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over analysing your answers.

3 = Usually

2 = Sometimes

1 = Rarely

1. Team members are passionate and unguarded in their discussion of issues.
2. Team members point out one another's deficiencies or unproductive behaviours.
3. Team members know what their peers are working on and how they contribute to the collective good of the team.
4. Team members quickly and genuinely apologise to one another if they say or do something inappropriate or damaging to the team.
5. Team members willingly make sacrifices (e.g. budget, turf, head count) in their departments or areas of expertise for the good of the team.
6. Team members openly admit their weaknesses and mistakes.
7. Team meetings are compelling, and not boring.
8. Team members leave meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement.
9. Morale is significantly affected by the failure to achieve team goals.
10. During team meetings, the most important and difficult issues are put on the table to be resolved.
11. Team members are deeply concerned about the prospect of letting down their peers.
12. Team members know about one another's personal lives and are comfortable discussing them
13. Team members end discussions with clear and specific resolutions and calls to action.
14. Team members challenge one another about plans and approaches.
15. Team members are slow to seek credit for their own contributions, but quick to point out those of others.

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Scoring: place the scores for each statement in the appropriate boxes below and then total each column.

Question	Absence of TRUST	Fear of CONFLICT	Lack of COMMITMENT	Avoidance of ACCOUNTABILITY	Inattention to RESULTS
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
TOTAL					

Diagnosis:

A score of 8 or 9 in each area is a probable indication that the issue is not a problem within your team.

6 or 7 indicates that the issue could be a problem.

3 to 5 is probably an indication that the issue requires some action to resolve.

Regardless of your scores, it is important to keep in mind that every team needs constant work, because without it even the best teams can deviate.