

# Team Assessment

Use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over-thinking your answers.

**SCALE:**      **1 - Rarely**                      **2 – Sometimes**                      **3 – Usually**

- \_\_\_ 1. Team members are passionate and unguarded in their discussion of issues.
- \_\_\_ 2. Team members call out one another's deficiencies or unproductive behaviors.
- \_\_\_ 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 apologize to one another when they say or do something inappropriate or possibly damaging to the team.
- \_\_\_ 5. Team members willingly make sacrifices (such as 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 members are compelling, and not boring.
- \_\_\_ 8. Team members leaving 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 their plans and approaches.
- \_\_\_ 15. Team members are slow to seek credit for their own contributions, but quick to point out those of others.

# Team Assessment Scoring

Combine your scores as indicated below:

<b>Trust</b>	
Statement 4	
Statement 6	
Statement 12	
<b>Trust Total</b>	
<b>Respectful Debate</b>	
Statement 1	
Statement 7	
Statement 10	
<b>Respectful Total</b>	
<b>Commitment</b>	
Statement 3	
Statement 8	
Statement 13	
<b>Commitment Total</b>	
<b>Accountability</b>	
Statement 2	
Statement 11	
Statement 14	
<b>Accountability Total</b>	
<b>Focus on Results</b>	
Statement 5	
Statement 9	
Statement 15	
<b>Results Total</b>	

- ▶ A score of **8 or 9** is most likely an indication that this area is not a problem for your team.
- ▶ A score of **6 or 7** indicates that this area could be a problem.
- ▶ A score of **3 to 5** is probably an indication that this area needs to be addressed.

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

Adapted from The 5 Dysfunctions of a Team

To learn how we can help you make your next team building event **focused**, **valuable** and **powerful**, call us today at 303.981.9088 or contact us at [www.AlignedPerformance.com](http://www.AlignedPerformance.com)



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