

Team Assessment

Instructions: Use the scale below to indicate how each statement applies to your team. Be sure to evaluate the statements honestly and without over-thinking your answers.

3 = Usually

2 = Sometimes

1 = Rarely

1. Team members are passionate and unguarded in their discussion of issues.
2. Team members understand and label one another's 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 apologize to one another when they say or do something inappropriate or possibly damaging to the team.
5. Team members willingly make sacrifices 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 agreed upon during the meeting, 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 most 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.

Scoring

Combine your scores for the fifteen statements as indicated below:

Dysfunction 1: Absence of Trust	Dysfunction 2: Fear of Conflict	Dysfunction 3: Lack of Commitment	Dysfunction 4: Avoidance of Accountability	Dysfunction 5: Inattention to Results
Statement 4 ____	Statement 1 ____	Statement 3 ____	Statement 2 ____	Statement 5 ____
Statement 6 ____	Statement 7 ____	Statement 8 ____	Statement 11 ____	Statement 9 ____
Statement 12 ____	Statement 10 ____	Statement 13 ____	Statement 14 ____	Statement 15 ____
TOTAL:	TOTAL:	TOTAL:	TOTAL:	TOTAL:

A score of **8 or 9** indicates that the dysfunction is probably not a problem for your team.

A score of **6 or 7** indicates that the dysfunction could be a problem. Go back to the questions and consider what you could be doing differently.

A score of **3 to 5** indicates that the dysfunction needs to be addressed. Go back to the questions and consider what you could be doing differently.

Questions to discuss as a team

- Does your team make the best of meetings by setting groundrules, having a clear agenda and encouraging everyone to contribute?
- Do individuals get regular, fair and balanced feedback?
- Are there opportunities for teambuilding with a bit of fun?
- Is healthy debate/challenge encouraged, and inappropriate comments discouraged?
- Do team members share strengths and weaknesses? Does the manager?
- Do you celebrate both individual and team results?
- Are people allowed to have different preferences for communication and work style?
- Do you feel involved in decision-making and things that will affect you?