

## 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 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 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.

## INDIVIDUAL SCORING

Combine your scores for the fifteen statements as indicated below.

<b>Dysfunction 1: Absence of Trust</b>	<b>Dysfunction 2: Fear of Conflict</b>	<b>Dysfunction 3: Lack of Commitment</b>	<b>Dysfunction 4: Avoidance of Accountability</b>	<b>Dysfunction 5: Inattention to Results</b>
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_____
<b>Total:</b>	<b>Total:</b>	<b>Total:</b>	<b>Total:</b>	<b>Total:</b>

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.

A score of 3 to 5 indicates that the dysfunction needs to be addressed.