

**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-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 de-

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cisions 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.