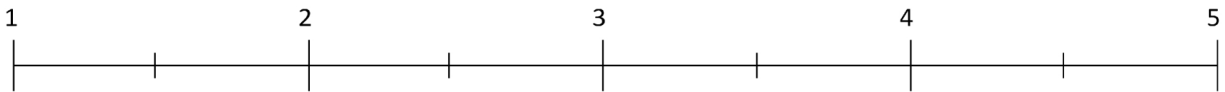


TEAM EFFECTIVENESS ASSESSMENT

Consider each of the following statement, and rate as it applies to the team with whom you work. Once each team member has completed assessment, compile results and identify strengths and areas for development.

TEAM BEING RATED _____

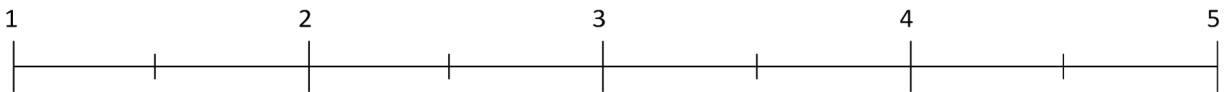
1. The team's purpose is clearly defined and expressed.



no purpose
defined or
expressed

very clearly
defined and
expressed

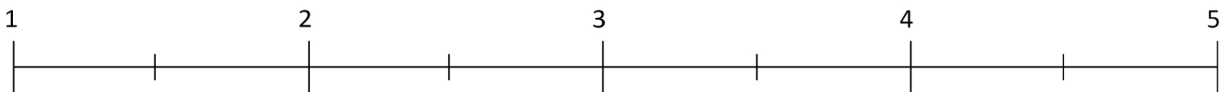
2. The methods for achieving the team's purpose are understood within the team.



not at all

well understood

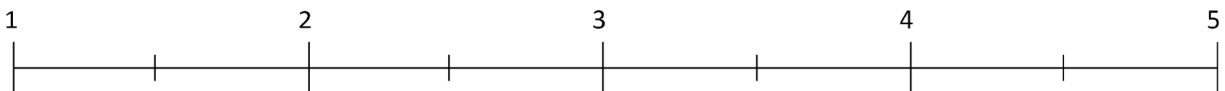
3. It is clear who is a member of the team.



not clear
to me at all

know exactly

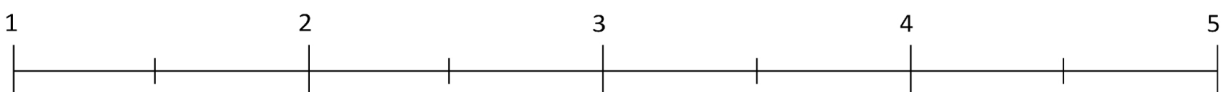
4. Each member's role is well-defined. In particular, everyone knows who is best at which tasks and activities.



roles are not
defined at all

roles are
defined very
clearly

5. Team communications are constant and open.

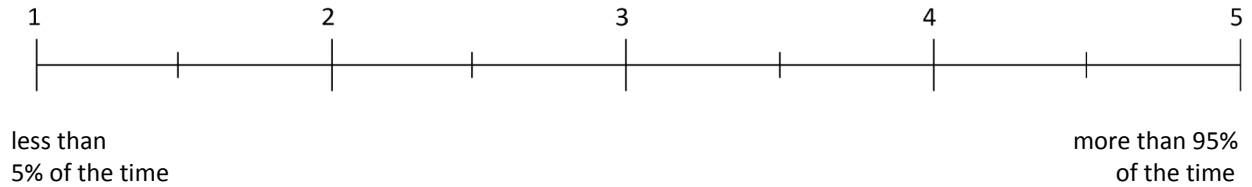


almost no
communication

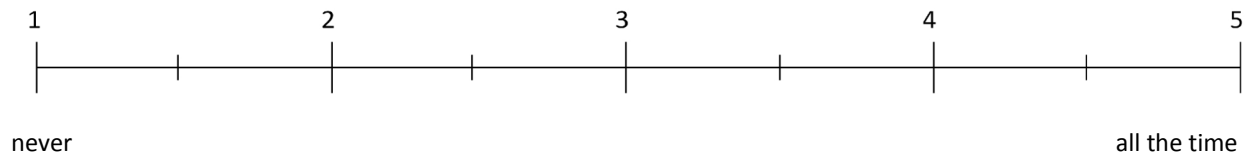
continual
communication

TEAM EFFECTIVENESS ASSESSMENT

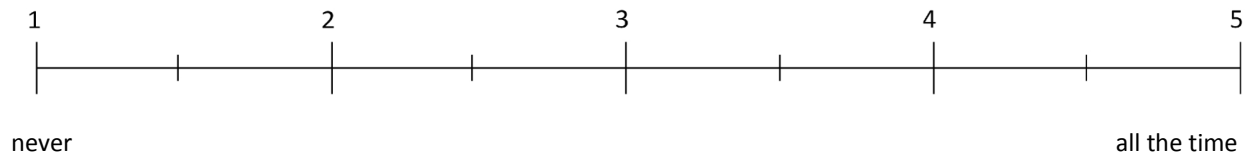
6. Team Communications are mostly job-oriented and useful.



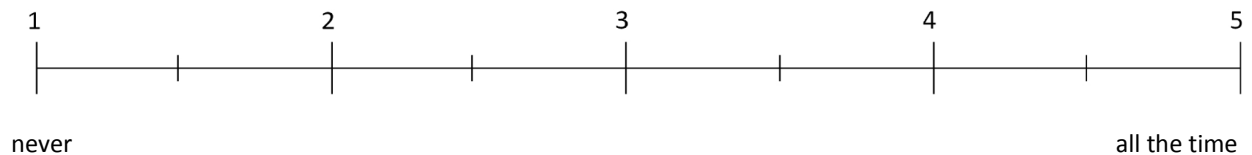
7. Team members volunteer feedback to each other.



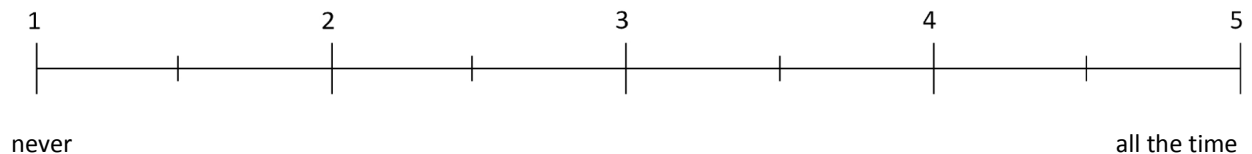
8. Team members listen to each other.



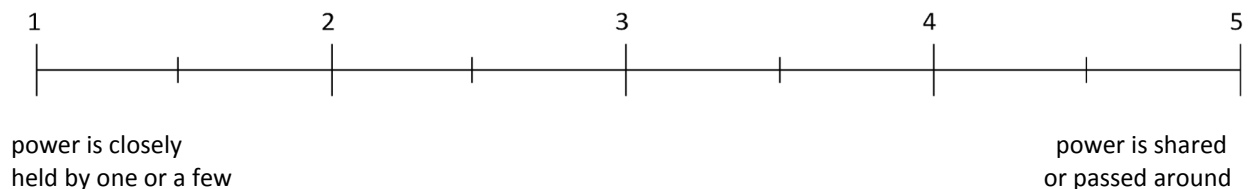
9. Team members request feedback from each other.



10. The team is cooperative. Team members routinely help each other.

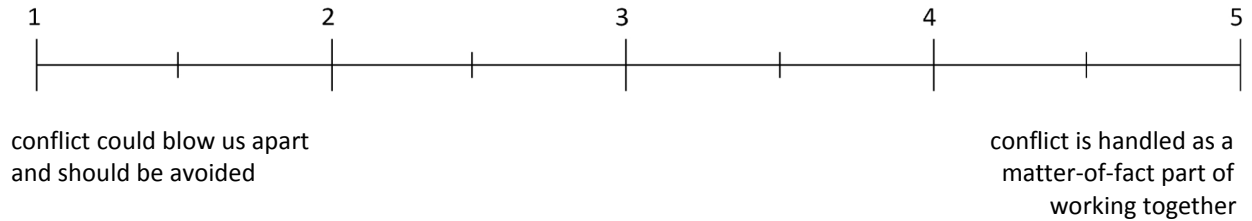


11. There is a free exchange of power within the team.

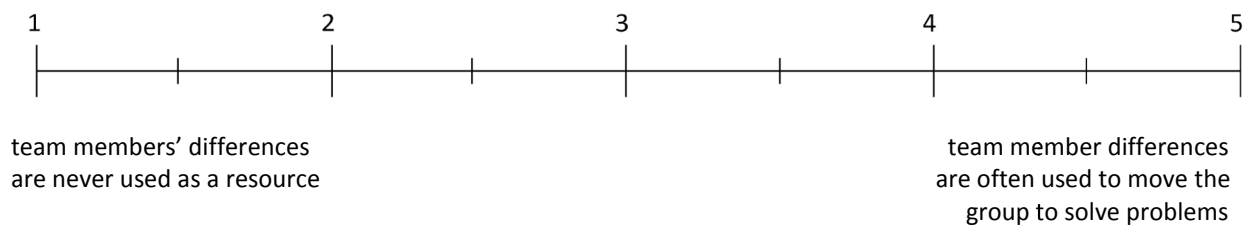


TEAM EFFECTIVENESS ASSESSMENT

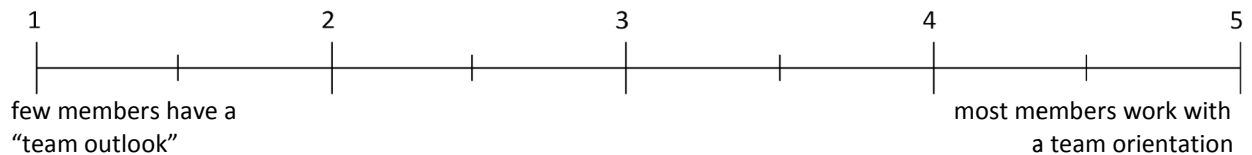
12. Team conflict is accepted, not avoided.



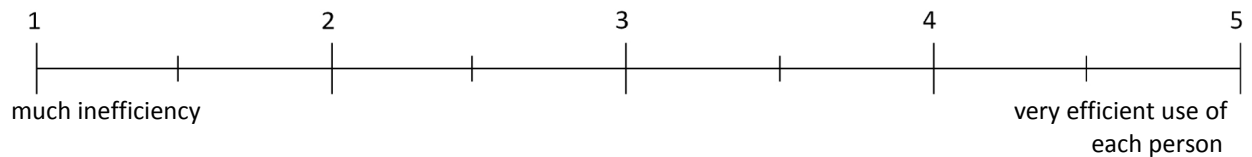
13. Differences between team members are used to fuel development of solutions to on-the-job problems.



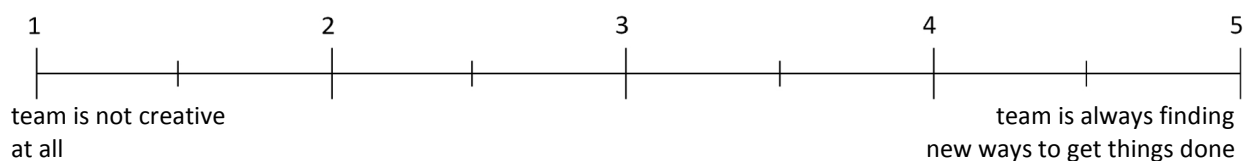
14. The team members have a "we" rather than "me" outlook on the job.



15. The team accomplishes its tasks with little waste of time.

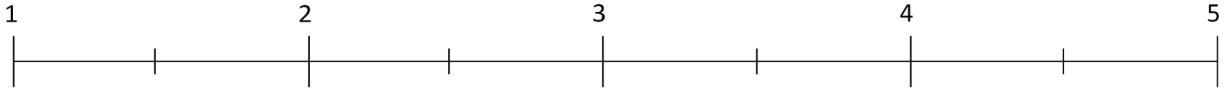


16. The team operates creatively, allowing synergistic use of resources.



TEAM EFFECTIVENESS ASSESSMENT

17. Team members have confidence in each other's commitment and ability.



No inter-team confidence

high, mutual
Inter-team confidence

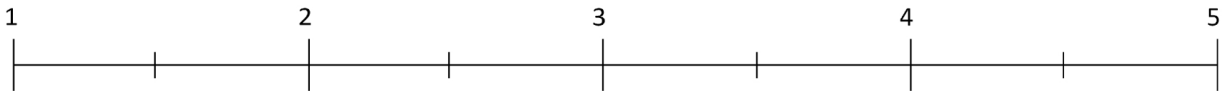
18. Risks and failures are accepted as part of the job.



one mistake and
you're out

everyone pitches in
to fix failures with no
recriminations later

19. A team member's contributions to the team's goals give him/her rewards: personal recognition, skill development, peer approval.



no development or approval
results from work on team goals

much development and
lots of recognition from
work on team goals

20. In the past year, when did you feel the greatest sense of team unity and team accomplishment within the group?

21. What would most improve the team?