



# **Making an Impact**

## **Handout I I**

# **Team Self-Assessment Questionnaire**

Rate each of the following 32 statements as it applies to your team, using the following scale. Write your rating score for each statement in the grid at the end and total your scores to see in what areas you are strong and in which need to improve.

1	2	3	4	5
<b>Not true</b>	<b>Sometimes true</b>	<b>Often true</b>	<b>Mostly true</b>	<b>Always true</b>

- 1 We share a common vision.
- 2 We listen actively when others are speaking.
- 3 We value, trust and respect each team member.
- 4 We make important decisions by consensus.
- 5 We use effective procedures for scheduling and tracking projects.
- 6 We recognize and use individual skills, knowledge and strengths.
- 7 We challenge accepted processes.
- 8 We readily admit to and learn from our mistakes.
- 9 Team priorities are clear.
- 10 We have the information we need to work individually and together.
- 11 We request, receive and give honest feedback.
- 12 We share leadership among team members.
- 13 Policies, rules and procedures enable us to do our jobs easily.
- 14 We eagerly explore differences in values and approaches.
- 15 We respond quickly and flexibly to change.
- 16 We take time to think and agree before we act and evaluate.
- 17 We are committed to and accountable for high quality results.
- 18 We confront and deal openly with differences in opinion.
- 19 We are authentic and honest – we tell the truth.
- 20 We provide ongoing support and encouragement for each other.
- 21 Required resources are readily available.
- 22 We work to avoid "group think" (ie, all of us think the same way)
- 23 We each perform a number of functions, as needed.
- 24 We regularly schedule time for reflection and learning.
- 25 We measure progress towards key goals.
- 26 We participate fully in team meetings and discussions.
- 27 We are interested in ideas that work, not who suggests them.

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