

Team Assessment Questionnaire

Questions refer to a team you lead or work on. Answer each question yes or no.

1. The team values conflict within the team.
2. Team members are flexible and willing to change when necessary.
3. The leader would not hesitate to ask us to increase productivity or take on a new challenging assignment.
4. We celebrate our group and individual successes together.
5. The team has conflict, and relationships have not been damaged by it.
6. We are able to make quick decisions when necessary.
7. Team members will listen to constructive criticism about the team from outside sources.
8. On this team differences are valued.
9. Each person's opinion and input is valued in decision making.
10. We know important facts about each other's families.
11. Team meetings generally start and end on time.
12. Team members are different from each other but respectful of each other.
13. In team meetings, everyone is listened to carefully.
14. Tasks are assigned based on team members' strengths.
15. Team meetings always have an agenda.
16. Team members receive the meeting agenda before the meeting.
17. Team members understand each other's personality differences and make some allowances for them.
18. All team members are passionate about the work we do.
19. No one on the team feels dumped on or taken advantage of.
20. Everyone is willing to pitch in and help the other team members.
21. New members of the team are given 3-6 months to become fully functional.
22. This team knows how to have fun together.
23. New team members are assigned to a mentor and that mentor's workload is reduced in the first 2-4 weeks of new member training.
24. The team sees conflict within the team as an opportunity, not a threat.
25. Other people in the organization talk about the effectiveness of this team.
26. Everyone gets input into decisions that will impact the entire team.
27. We spend time together socializing.
28. Team relationships are stronger because of past conflict.
29. When someone on the team is ill or has a family emergency, we willingly pull together to cover for them.
30. Each team member has positive feelings for other team members.

Scoring: Count the number of “yes” answers.

25-30 Yes answers: You have a strong team. To make it even stronger, look at ways you can turn your no answers to yes.

15-25 Yes answers: Your team is about average in most areas. You could improve the team noticeably if you turned some no answers to yes.

Less than 15 Yes answers: Your team is headed for trouble. If you don’t work on increasing the number of yes answers, the team will break down.

We can help you turn your no answers to yes.

For more information on individual or team coaching [click here](#).