

SOULZATWORK – FIND YOUR WAY

Team Assessment

Please read the statements below and indicate the most appropriate response that truly reflects how your team is performing now. These statements are intended to have you take a moment to reflect on what is working and where there may be opportunity to take time to commit to team development to enhance productivity and positivity in order to attain more sustained high performance.

Count up the number of yes's.

Statements that describe our team's current performance.	Yes	No
Our team deals with conflict directly and respectfully.		
All of our team members can articulate our shared performance goals.		
Decisions are made in a timely manner, using a process that all team members understand.		
Our team has a clear and written annual strategic plan.		
Our team doesn't get derailed from the strategic plan.		
Our team discusses regularly how we are functioning to achieve the collective goals of the team		
We learn from our mistakes and talk openly as a team about what we can do differently to avoid similar challenges into the future.		
Our team is clear and agrees on the team's collective priorities on a quarterly basis.		
We know the strengths of all members of the team.		
Team members speak candidly and honestly to one another		
The performance of our team is sustained year over year.		
Our whole team shares accountability for the results of this department or division.		
Total		

How are things on your team right now?

10-12 points. Your team is experiencing a significant level of high performance. Your team has resilience and is likely one that is focused, achieves sustained results and maintains respectful relationships. Congratulations.

7-9 points Your team functions and gets the job done and there are opportunities to look at some areas that affect productivity and positivity in the team.

4-6 points Challenges exist for your team in the areas of productivity and positivity that are affecting your ability to meet performance goals, maintain results or are affecting relationships in the team.

0-3 points Your team is not a well functioning team. There are performance challenges that impact abilities to achieve organizational expectations. Burnout may be an issue. This team has wisdom that is not being accessed to affect change.

Wherever you are on the continuum of team effectiveness, there are opportunities to develop the capacity and sustained performance of your team as a whole system. Team coaching and development is a respectful and powerful process helping leaders and teams to realize their collective potential to achieve extraordinary results, while enjoying great team relationships.