

THE SECRET OF TEAMS:

WHAT GREAT TEAMS KNOW AND DO

Rate each statement using the following scale:

5 = COMPLETELY AGREE

4 = PARTIALLY AGREE

3 = NEITHER AGREE NOR DISAGREE

2 = PARTIALLY DISAGREE

1 = COMPLETELY DISAGREE

TALENT

Every member of the team thinks holistically about the business. ____

Every member of the team is a team player. ____

The team members represent diverse perspectives on the business. ____

The team members are committed to personal and professional growth. ____

The individual members of the team are in the right roles within the organization. ____

TOTAL: ____

SKILLS

The team has a disciplined approach to problem solving that works. ____

Data plays a critical role in the team's efforts to solve problems. ____

The team is capable of conducting an effective meeting. ____

The team has demonstrated the ability to resolve conflict within the team. ____

Individual members of the team possess the skills needed to do their job well. ____

TOTAL: ____

COMMUNITY

The team members know each other's story (personal and professional). ____

The team members care deeply about every other member of the team. ____

The team regularly celebrates the accomplishments of individual members. ____

Members of the team go out of their way to serve each other. ____

The team is doing life together. ____

TOTAL: ____

LEADERSHIP

The leader communicates a clear vision for the future of the team. ____

The leader delegates real responsibility to the team. ____

The leader expects the team to manage their own work. ____

The leader has established clear boundaries for the team. ____

The leader encourages the team and the individual members. ____

TOTAL: _____

NEXT STEPS

After you've completed this assessment, consider asking your team to do the same.

Compare your answers. Talk about the statements where your ratings are significantly different. Involve the team in creating a plan for improvement. Repeat the assessment in six months. Celebrate your progress!