

This quick survey serves to gather the perspectives of various members within your team to map out how effective your team seems to be at this time. Please complete this from your own perspective, not as you wish it were, but as you observe it to be working now. The survey takes no more than 10 minutes to complete. Thank you for taking the time to help work on your team's effectiveness.

\* 1. I am rating as: (specify role if that is important - team member vs leader, functions? locations?)

- First option
- second option

\* 2. The team that I am rating is: (if multiple teams will be evaluated)

- option 1
- option 2
- option 3

Please select where, on the continuum, you believe your team is right now in terms of each of the categories shown below - given the descriptions at each end of the continuum and of course using the scoring options shown:

### 3. Clarity of team goals

- 1 Poor - We are confused and some people show very little interest within the group. Some group/team members seem indifferent.
- 2
- 3
- 4
- 5 Good - Goals are clear to everyone on the team; we all care about our team goals, we feel involved with setting and working towards our team goals.

### 4. Participation in team meetings

- 1 Poor - Some dominate and others are passive in the group. People talk all at the same time or interrupt each other.
- 2
- 3
- 4
- 5 Good - We feel included. We feel listened to by others in the team/group. Everyone gets a chance to contribute.

## 5. Feelings in this team

- 1 Poor - People in this group/team get unexpected negative responses to their contributions. Some people feel ignored or criticized.
- 2
- 3
- 4
- 5 Good - It is safe to show how we feel about something in this group/team. Other group/team members are open and understanding when we show our true feelings about something.

## 6. Leadership

- 1 Poor - There is no leadership in this group/team. Everyone does what they want independently. We depend only on one or two people for our results.
- 2
- 3
- 4
- 5 Good - We feel comfortable with the way we are being lead in this group. Whether it is one person or a changing position, leadership works well in this group/team.

## 7. Decision Making

- 1 Poor - We don't make the decisions that we should make and there is a lot of confusion about how to proceed. Most team members are not committed to an agreed path forward.
- 2
- 3
- 4
- 5 Good - Decisions are made in a timely manner and contributions with different ideas are appreciated.

## 8. Trust in this team

- 1 Poor - Team members distrust each other. Some people remain cautious with their words and actions. We don't dare to speak our opinions honestly, there is a fear to disagree.
- 2
- 3
- 4
- 5 Good - Members of this group/team trust each other and reveal their true feelings and ideas to the group/team. People respect each other and feel free to contribute different opinions.

9. Innovation

- 1 Poor - we repeat what we did before without considering other options. We are rigid in our thinking and we make very little progress towards our team goals.
- 2
- 3
- 4
- 5 Good - The group is flexible in its approach. We constantly try to find new ways and better ways to accomplish our goals. Individuals are changing and learning new skills. People feel supported in trying new options.

10. Anything you want your team members to know to help you function better (as a team)?