

# Team Effectiveness Self-Assessment

TEAM: \_\_\_\_\_ DATE: \_\_\_\_\_

TEAM MEMBER: \_\_\_\_\_

Rate the following elements on a scale of 1 to 5, with 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, and 5 = strongly agree. Wherever possible, offer examples that illustrate each element.

| Element  | Rating | Examples/Comments |
|--|--------|-------------------|
| <b>1. Purpose</b><br><br>We understand and agree on our team's purpose and goals.                        |        |                   |
| <b>2. Results</b><br><br>We accomplish what we set out to achieve.                                       |        |                   |
| <b>3. Procedures</b><br><br>There are effective procedures to guide team functioning.                    |        |                   |
| <b>4. Meeting Process</b><br><br>Meetings are well facilitated and focused and result in clear outcomes. |        |                   |
| <b>5. Decisions</b><br><br>We have clear agreements about how decisions will be made.                    |        |                   |



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|--|--------|-------------------|
| <p><b>6. Commitment</b></p> <p>Team members buy into decisions without hidden reservations or hesitation; actions reflect our commitment.</p>        |        |                   |
| <p><b>7. Member Contributions</b></p> <p>Member contributions (ideas or information) are recognized and utilized. Different styles are embraced.</p> |        |                   |
| <p><b>8. Creativity</b></p> <p>We experiment with different ways of doing things and are creative in our approach.</p>                               |        |                   |
| <p><b>9. Collaboration</b></p> <p>Team members share our experience and expertise in ways that enhance team productivity and development.</p>        |        |                   |
| <p><b>10. Respect</b></p> <p>I feel valued as an individual member in this group. People treat all individuals with respect.</p>                     |        |                   |
| <p><b>11. Interpersonal Communication</b></p> <p>Communication between members is open and balanced at meetings.</p>                                 |        |                   |



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|---|--------|-------------------|
| <p><b>12. Productive Conflict</b></p> <p>Members engage in unfiltered debate around ideas and issues related to the work.</p> |        |                   |
| <p><b>13. Unproductive Conflict</b></p> <p>We work constructively on issues until they are resolved.</p>                      |        |                   |
| <p><b>14. Accountability</b></p> <p>Team members hold each other accountable.</p>   |        |                   |
| <p><b>15. Evaluation</b></p> <p>We often evaluate our team process and productivity.</p>                                      |        |                   |

