

Team Development Questionnaire

On the following pages are a number of questions that describe various attributes of team effectiveness. Please indicate the extent to which each statement describes how our team operates. Circle the most accurate answer.

- AS** **Agree Stongly**
A **Agree**
N **Not demonstrated consistently**
D **Disagree**
DS **Disagree Stongly**

Issue	AS	A	N	D	DS
1./ Our team has a meaningful shared purpose	5	4	3	2	1
2./ Team members clearly understand their roles	5	4	3	2	1
3./ Team problem solving results in solutions	5	4	3	2	1
4./ Team members appreciate one another's unique capabilities	5	4	3	2	1
5./ We are able to resolve conflicts as a team	5	4	3	2	1
6./ Team members take personal responsibility for the effectiveness of our team	5	4	3	2	1
7./ Working in our team inspires people to do their best	5	4	3	2	1
8./ We have the skills we need to do our jobs effectively	5	4	3	2	1
9./ We are strongly committed to a shared mission	5	4	3	2	1
10./ When a role changes it is communicated to everyone	5	4	3	2	1
11./ We address and resolve issues quickly	5	4	3	2	1
12./ Team members are effective listeners	5	4	3	2	1
13./ Team priorities change to suit demand	5	4	3	2	1
14./ Team members maintain a can do attitude when frustrated	5	4	3	2	1
15./ Team has a strong sense of accomplishment	5	4	3	2	1
16./ We always ask ourselves , how can we improve ?	5	4	3	2	1
17./ We focus on big picture issues as much as the day to day detail	5	4	3	2	1
18./ Team members understand each others roles	5	4	3	2	1
19./ People on team are rewarded for being team players	5	4	3	2	1
20./ Communication in team is open and honest	5	4	3	2	1
21./ We communicate effectively outside team	5	4	3	2	1
22./ Team members take initiative to resolve issues themselves without involving leader	5	4	3	2	1

Issue	AS	A	N	D	DS
23./ People are proud to be part of our team	5	4	3	2	1
24./ As a team we are always focused on our main KPI's	5	4	3	2	1
25./ We set and meet challenging goals	5	4	3	2	1
26./ Everyone values each members contribution	5	4	3	2	1
27./ Group meetings are very productive	5	4	3	2	1
28./ Members of the team trust each other	5	4	3	2	1
29./ Our team has strong bonds with others outside our business	5	4	3	2	1
30./ We spend very little time complaining about things we cannot control	5	4	3	2	1
31./ Members frequently go beyond what is required and do not hesitate to take initiative	5	4	3	2	1
32./ We view everything, even mistakes as opportunities for learning and growth	5	4	3	2	1
33./ We consistently produce string measurable results	5	4	3	2	1
34./ Team members avoid duplication of effort	5	4	3	2	1
35./ We have mechanisms in place to monitor our results	5	4	3	2	1
36./ We help each other to resolve issues	5	4	3	2	1
37./ We work to align our plans with outside groups that can aid us	5	4	3	2	1
38./ We seek out and give each other constructive feedback	5	4	3	2	1
39./ We attract and keep top performers	5	4	3	2	1
40./ We use various types of training to keep our skills up to date	5	4	3	2	1
41./ We make sure our activities help the company achieve its goals	5	4	3	2	1
42./ When a role changes, a plan is communicated so we all know what changes have taken place	5	4	3	2	1
43./ Our team is very flexible	5	4	3	2	1
44./ We can work out differences in opinion without damaging relationships	5	4	3	2	1
45./ Our collaborations with other teams yield good results	5	4	3	2	1
46./ Each member is sure what is expected of them and takes pride in a job well done	5	4	3	2	1
47./ We are excited about the contribution we make to the success of the company	5	4	3	2	1
48./ We embrace continuous change	5	4	3	2	1

Issue	AS	A	N	D	DS
49./ My mission and goals are the same as companies	5	4	3	2	1
50./ Shared tasks do not create problems	5	4	3	2	1
51./ We choose consensus decision making and do it well	5	4	3	2	1
52./ We display high levels of trust and support to each other	5	4	3	2	1
53./ Our goals support the goals of other teams	5	4	3	2	1
54./ We consider the impact of our actions on other members	5	4	3	2	1
55./ We are proud of our achievements and optimistic about the future	5	4	3	2	1
56./ We work to ensure we are using best practice methods	5	4	3	2	1