

# TEAM ASSESSMENT

## INSTRUCTIONS

1. Your team has been working together now for three weeks. The Team Assessment on the next page gives you the opportunity to evaluate how well your team is operating.
2. Use the Assessment to identify the dynamics in your team that in your opinion contribute to high team performance and those that in your opinion impede it. Your team will discuss its performance in detail during the class.
3. Be honest in your assessment: member honesty is a key input to group emotional intelligence.
4. After completing the assessment, select the 2 areas you see as the squad's top strengths and the 2 areas most in need of improvement.
5. Bring a hard copy of the completed assessment with you to Wednesday's class. Be prepared to share your 2 top and 2 bottom areas and a brief explanation of why you chose them. (You will have only 2 ½ minutes to share this, so think ahead about what you want to say.)

"Alone we can do so little; together we can do so much"

— Helen Keller

"Great teams do not hold back with one another. They are unafraid to air their dirty laundry. They admit their mistakes, their weaknesses, and their concerns without fear of reprisal."

— Patrick Lencioni, *The Five Dysfunctions of a Team: A Leadership Fable*

"Every great athlete, artist and aspiring being has a great team to help them flourish and succeed - personally and professionally. Even the so-called 'solo star' has a strong supporting cast helping them shine, thrive and take flight."

— Rasheed Ogunlaru

<b>Item</b>	<b>Area of Strength for team</b>	<b>Area to Improve</b>	<b>Not Sure/ Neutral</b>
<b>TASK: How is the team progressing towards successful accomplishment of its tasks?</b>			
1. I am satisfied with the level of commitment and engagement of all team members.			
2. We hold each other to high standards of performance, and articulate these expectations.			
3. Chief Officers (CEO, CTO, etc) are prepared, organized and thoughtful when the lead in their area.			
4. Group discussions and meetings stay on track and are productive.			
5. Different points of view are valued and utilized.			
6. When problems are addressed, alternatives are developed and evaluated.			
7. We make good use of our team.			
<b>RELATIONSHIP: How is the team doing in building effective group relationships?</b>			
1. Everyone participates in group discussions.			
2. We listen to each other well.			
3. Concern for one another is evidenced by the support all members provide to each other.			
4. All members feel comfortable disagreeing and raising difficult topics.			
5. We say to each other in team meetings what we are thinking in private.			
6. Trust between members is high.			
7. We have fun in our meetings.			
<b>PROCESS: Does the team have processes in place that contribute to effective Task and Relationship outcomes?</b>			
1. There is clarity about how we make decisions.			
2. There is clarity about roles and responsibilities for our SEED project.			
3. Decisions reflect the input of all members.			
4. All members feel responsible for the effectiveness of team meetings.			
5. All members pay attention to each other's learning goals.			
6. All members are committed to giving honest feedback to each other.			