

How strong is your team?

The following statements are based around the five key areas of effective team working: **direction; leadership; atmosphere; structure / resources; and process.**



In relation to the way your team is currently working together, rate each of the statements 1-5 (1 = very like us, 2 = we are mostly/often like this, 3 = sometimes like us, 4 = we're rarely like this, 5 = nothing like us)

Remember that the value of this questionnaire is directly related to your openness and honesty in answering the question. It is designed as a basis for measuring your current team working, and to prove thought discussion and constructive feedback.

We need very little guidance, and don't need fixed procedures to tackle new problems	1	2	3	4	5
We all have an understanding of our teams purpose, goals and aims	1	2	3	4	5
Priorities for our work as a team are agreed co-operatively rather than imposed upon us	1	2	3	4	5
Our targets and goals are challenging, but realistic	1	2	3	4	5
We have the 'right' mix of skills and experience to meet our goals	1	2	3	4	5
Communication within our team is clear and effective	1	2	3	4	5
We communicate regularly	1	2	3	4	5
Our team celebrates successes	1	2	3	4	5
Controversy, conflict and difference are viewed as positive and helpful to improving our team working	1	2	3	4	5
The team is good at learning from mistakes and solving problems	1	2	3	4	5
The team leader is enthusiastic and interested in us as individuals, our individual needs and in the work that we do	1	2	3	4	5
Our team leader uses appropriate and flexible leadership styles	1	2	3	4	5
All team members are given the opportunity to lead the team, when	1	2	3	4	5

their skills and experience makes it appropriate					
We listen to and respect each other's ideas and viewpoints, even if we don't agree with them	1	2	3	4	5
Team meetings are well attended and useful	1	2	3	4	5
Team members turn to each other for advice and support	1	2	3	4	5
There are no 'cliques' in our team	1	2	3	4	5
We all feel 'in it together' with shared responsibility for the teams successes and failures	1	2	3	4	5
We enjoy working together, it's fun and productive	1	2	3	4	5
We devote time to improving our team working skills (take time to talk, build our team and ensure cohesiveness)	1	2	3	4	5
We review how effective our team working is	1	2	3	4	5
I understand my own roles and responsibilities and what I can contribute to the team	1	2	3	4	5
I enjoy being a member of this team	1	2	3	4	5
I feel supported, accepted, included and liked within the team	1	2	3	4	5
I feel that being a part of this team will help me to acquire new skills	1	2	3	4	5
I feel that being a part of this team will help me to do my job better	1	2	3	4	5
I believe that my skills, knowledge and experience is recognized and appreciated by fellow team members	1	2	3	4	5
I use both my functional skills and people skills to the best of my ability in my team	1	2	3	4	5
I trust the other people in my team to help and support me	1	2	3	4	5
I can give honest feedback to team members	1	2	3	4	5
I listen to and receive feedback given to me by other team members	1	2	3	4	5
If I was unhappy with something, I am confident that I could talk about it rationally with my team and a solution would be found	1	2	3	4	5

TOTAL _____

Rate your team below:

- 32-64** Your team is functioning really well! Well done, keep it up. Just be alert to 'threats' to your team's stability like changes in membership or complacency
- 65-96** You are doing really well. There still seem to be some areas of uncertainty. Look back at one's your scored 3 or 2. Use them as a guide for areas your team needs to develop
- 97-125** There seem to be some problems here. Look back at your highest scoring elements and try and identify what is happening. Set aside some time as a team to look at these areas more carefully and decide what should be done.
- 126-160** Oh dear! Hopefully, you are a very new team and that is why you scored so low. If not, perhaps you are not really a team, but a group. Why not take a look back at some definitions of teams.

Return your completed questionnaire to info@mccrudden-training.co.uk to claim 10% off a team building session!