

### TEAM ASSESSMENT: YOUR TEAM STRENGTHS AND NEEDS

Read the following statements and rate our team. Be honest.  
Your confidential feedback is an important first step toward strengthening our team.

Characteristics of a High-Performing Team	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
1. I understand what is expected of me.				
2. I understand my role on the team.				
3. I understand how the roles on the team fit with mine.				
4. I have a clear vision of what team success looks like.				
5. I understand what our team needs to do to be successful.				
6. I help create our team goals.				
7. My opinion is valued.				
8. I understand what is going on outside of our team.				
9. I understand how our efforts fit with the company vision.				
10. I am comfortable approaching my manager.				
11. Good work is recognized.				
12. Poor work is addressed.				
13. I am comfortable sharing my ideas and my opinions.				
14. I know it's okay to take educated risks and make mistakes.				
15. We celebrate our achievements.				
16. We don't dwell on our failures.				
17. I feel a sense of belonging on this team.				
18. I trust the intentions of my co-workers.				
19. I trust the intentions of my manager.				
20. I trust my co-workers to do their best.				
21. I believe my co-workers are honest.				
22. I feel respected and valued.				
23. We share the work, the achievements and the failures.				
24. I am comfortable asking my manager for help.				
25. We help each other.				
26. I have the tools and training I need to be successful.				
27. Everybody pulls their own weight.				
28. I take personal responsibility for what goes right or wrong.				
29. We don't place blame or point fingers.				

### MANAGER TALLY SHEET: YOUR TEAM STRENGTHS AND NEEDS

Transfer the ratings from each of your team members to this Tally Sheet. Then, answer the questions that follow.

#1 Clearly Defined Roles	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
1. I understand what is expected of me.				
2. I understand my role on the team.				
3. I understand how the roles on the team fit with mine.				
TOTAL				
#2 Clear and Common Vision	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
4. I have a clear vision of what team success looks like.				
5. I understand what our team needs to do to be successful.				
6. I help create our team goals.				
TOTAL				
#3 High Communication	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
7. My opinion is valued.				
8. I understand what is going on outside of our team.				
9. I understand how our efforts fit with the company vision.				
10. I am comfortable approaching my manager.				
11. Good work is recognized.				
12. Poor work is addressed.				
13. I am comfortable sharing my ideas and my opinion.				
TOTAL				
#4 Strong Sense of Team Unity	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
14. I know it's okay to take educated risks and make mistakes.				
15. We celebrate our achievements.				
16. We don't dwell on our failures.				
17. I feel a sense of belonging on this team.				
TOTAL				
#5 High Trust	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
18. I trust the intentions of my co-workers.				
19. I trust the intentions of my manager.				
20. I trust my co-workers to do their best.				
21. I believe my co-workers are honest.				
22. I feel respected and valued.				
TOTAL				

#6 High Support	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
23. We share the work, the achievements and the failures.				
24. I am comfortable asking my manager for help.				
25. We help each other.				
26. I have the tools and training I need to be successful.				
TOTAL				
#7 Team Accountability	Strongly Agree	Mostly Agree	Somewhat Disagree	Strongly Disagree
27. Everybody pulls their own weight.				
28. Employees take personal responsibility for what goes right/wrong.				
29. We don't place blame or point fingers.				
TOTAL				

1. For each characteristic, tally the totals for:

- “Strongly Agree” and “Mostly Agree”
- “Somewhat Disagree and Strongly Disagree”

2. Which characteristics garnered the most “Strongly Agree” and “Mostly Agree” votes?

- 1.
- 2.
- 3.

3. Which characteristics garnered the most “Somewhat Disagree” and “Strongly Disagree” votes?

- 1.
- 2.
- 3.

4. What can you do to help the team improve in the areas above? What ideas do you have for team members?