

TEAM EFFECTIVENESS ASSESSMENT

"In today's business world, it is rare that you will be working individually and not on a team. As a leader, team effectiveness is critical to your organization's success."

Here are some **signs of an ineffective team**:

- Disagreements are suppressed and not addressed by the team
- A few members carry the weight of the team
- Conflict creates tension and leads to hostility
- Not everyone is able to participate, stifling creativity and innovation
- Blame on others is used for milestones missed
- A team member dominating for control and power

Leaders may not be aware of these dysfunctions until a critical deadline is missed. One way of assessing a team's effectiveness is by asking each team member questions, which will give you a reading on how the team is functioning and where they may need some leadership guidance.

Have your team members rate their level of agreement for each statement on a scale of 1-5:

(1) Disagree (2) Partially disagree (3) Neutral (4) Partially agree (5) Agree

STATEMENT	RATING
My team members are consistently going above and beyond to achieve extraordinary results.	
Every team member clearly understands their goals.	
My team is given the opportunity to create our own goals.	
Information relevant to team success is shared in a timely manner.	
Bad news is communicated without negative repercussions.	
Poor behavior is not tolerated on my team.	
Conflicts are resolved by focusing on the task to be accomplished and not a specific team member.	
Collaboration on my team leverages the strengths of individual members.	
Every team member is accountable for meeting their goals.	
TOTAL SCORE	

If the average rating by team members is less than 36 then there is an opportunity for you to step in as a leader and assist the team to move up to the next level of performance. Start by analyzing the results to look for trends and specific areas that if enhanced, will have the most impact on your team. If in doubt, ask for input from your team members on what they think would have the most impact. Change starts with making a commitment and taking positive action.



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