

High-Performing Team Self-Assessment Questionnaire

Rate the Team you are considering for each of the nine characteristics considered on the scale of 1-9 with 1 being low and 9 being high.

And then consider the associated question, that seeks tangible evidence of behaviour associated with the characteristic.

Team Name:	Date:																		
<p>Accountability: There is clarity of roles and responsibilities with high follow through. When problems arise, the team responds. Team members actively hold each other accountable for team agreements.</p>	<table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> How do you hold each other personally accountable for your respective roles? And give evidence of how the Team holds itself accountable. 																			
<p>Constructive Interaction: Conflict is seen as an opportunity for discovery, growth and creativity. The team avoids criticising, defensiveness and finger pointing. We give and receive feedback well.</p>	<table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> How does the Team value constructive conflict and regularly engage in robust debate? Describe the behaviour. 																			
<p>Communication: Clear and efficient communication is valued over less direct approaches such as politicising, gossiping, or consistently avoiding necessary conversations.</p>	<table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> In what way are conversations between Team members direct (with the person) and explicit, and in real time? 																			
<p>Trust: It is safe on this team to speak your mind, openly. We can count on each other; we are reliable. The team does not operate in a fear-based environment.</p>	<table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> Describe evidence of where Team members openly say what needs to be said. 																			
<p>Respect: There is an atmosphere of mutual respect and genuine positive regard. Contempt</p>	<table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<p>and hostility are not tolerated. We empower other members of the team to contribute.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>																		
<ul style="list-style-type: none"> Show how all Team members are held with the same respect and positive regard by all Team members? 																			
<p>Clarity of Purpose: There is a sense of common mission and purpose. We value cooperation, cohesion and interdependence. The team collectively owns their results.</p>	<table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> What is the team's shared purpose? 																			
<p>Goal Alignment: The team has clear, challenging objectives; there is alignment on strategies and priorities. Objectives are linked to recognition, rewards and compensation. The team is highly resilient and not easily defeated in its goals.</p>	<table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> What specific goals and objectives does the Team have? 																			
<p>Team Leadership: The team leader's role is clear and supportive of the team as a whole. There is a strong sense of team leadership; team members take initiative to provide leadership as the need for initiative arises.</p>	<table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> Give evidence that the Team has a clear Leader? And of where other Team members have taken the initiative and lead as the situation arises? 																			
<p>Proactivity: Change is embraced and seen as vital to this team and to the larger organisation. The team is nimble and flexible in addressing opportunities for change, responding positively and creatively.</p>	<table border="1"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	1	2	3	4	5	6	7	8	9									
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<ul style="list-style-type: none"> What evidence can you give of the Team's capacity to implement change quickly and effectively? 																			