

High Performance Teamwork Assessment

© Stagen All Rights Reserved

Instructions: Use the scale below to indicate how each statement applies to your team. Be sure to evaluate the statements honestly and without over-thinking your answers.

3 = Usually 2 = Sometimes 1 = Rarely

- 1. Team members openly give feedback to each other, including candid feedback about unproductive behaviors.
- 2. When team members make and accept requests, they are clear about completion dates and relevant details.
- 3. Team members are committed to common goals and understand how each person contributes to the achievement of that shared goal.
- 4. Team members are slow to seek credit for their own contributions but quick to point out the contributions of others.
- 5. Team members stay focused on long- and short-term goals and are able to successfully manage their projects so that they achieve their objectives.
- 6. Team members are open about their strengths and weaknesses; when mistakes happen, they are quick to admit it and apologize whenever necessary.
- 7. Team members are forthcoming about their point of view; differences and conflicts are discussed openly.
- 8. Team members leave meetings confident that their peers share a commitment to the group's goals and agreed-upon decisions (even if there was initial disagreement).
- 9. People take team goals very seriously; when the team fails to achieve a goal, members are disappointed and morale is impacted to some degree.
- 10. During team meetings, the most important and most difficult issues are put on the table to be resolved.
- 11. Team members are deeply concerned about the prospect of letting down their peers.
- 12. Team members are comfortable sharing and discussing appropriate details about their personal lives.
- 13. Team members are aligned with and motivated by the values and vision of the team, and are willing to go the extra mile to ensure success.
- 14. Team members end discussions with clear and specific resolutions, next steps, and/or commitments.
- 15. Team members manage their time and attention effectively; they stay focused on proactive activities so that time spent being reactive is kept to a minimum.

Team Assessment Scoring and Key

© Stagen All Rights Reserved

Instructions: Transfer scores from assessment into the table below. Total each column.

- ✚ A column score of 8 or 9 is a probable indication that the dysfunction is not a problem for your team.
- ✚ A score of 6 or 7 indicates that the dysfunction could be a problem.
- ✚ A score of 3-5 is an indication that the dysfunction needs to be addressed.

* Adapted from *Five Dysfunctions of a Team* by Patrick Lencioni

Dysfunction 1:	Dysfunction 2:	Dysfunction 3:	Dysfunction 4:	Dysfunction 5:
Absence of Trust	Fear of Conflict	Lack of Commitment	Avoidance of Accountability	Inattention to Results
Statement 4 _____	Statement 1 _____	Statement 3 _____	Statement 2 _____	Statement 5 _____
Statement 6 _____	Statement 7 _____	Statement 8 _____	Statement 11 _____	Statement 9 _____
Statement 12 _____	Statement 10 _____	Statement 13 _____	Statement 14 _____	Statement 15 _____
Total _____	Total _____	Total _____	Total _____	Total _____