Team Functionality Assessment

Rate your team on a scale of 1 to 5, 1 meaning the team is not functional in this area; 5 meaning the team is very functional in this area.

Organization Level:
1. Executive leaders communicate expectations that teamwork is expected _____.
2. Executives model teamwork _____.
3. The organization members talk about and identify the value of a teamwork culture_____.
4. Teamwork is rewarded and recognized_____.
5. Important "watercooler" discussions within the company emphasize teamwork _____.
6. The performance management system places emphasis and value on teamwork_____.

Department Level:
7. Team members are passionate and unguarded in the discussion of issues _____.
8. Team members call out one another's deficiencies or unproductive behaviors _____.
9. Team members know what their peers are working on and how they contribute to the collective good of the team _____.
10. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team _____.
11. Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team _____.
12. Team members openly admit their weaknesses and mistakes _____.
13. Team members are compelling, and not boring _____.
14. Team members leave meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement _____.
15. Morale is significantly affected by the failure to achieve team goals _____.
16. During team meetings, the most important and difficult issues are put on the table to be resolved _____.
17. Team members are deeply concerned about the prospect of letting down their peers _____.
18. Team members know about one another's personal lives and are comfortable discussing them _____.
19. Team members end discussions with clear and specific resolutions and calls to action _____.
20. Team members challenge one another about their plans and approaches _____.
21. Team members are slow to seek credit for their own contributions, but quick to point out those of others _____.