



Sample; Team Excellence Scoring

Complete this sample questionnaire about your team; if you believe it would add value for the whole team to do this as team exercise download the [Questionnaire\(5.5\)](#) and [Summary\(5.6\)](#) from this site and know for this first time what do people really think. Highlight or under line a score

Goals & Directions	Strongly Disagree	Disagree	Tend to Disagree	Agree	Tend to Agree	Agree Strongly
Team purpose is clear	1	2	3	4	5	6
Team goals are clearly understood	1	2	3	4	5	6
Members are highly committed to goals	1	2	3	4	5	6
Our team priorities are clear	1	2	3	4	5	6
Organisation strategy is clear	1	2	3	4	5	6
Our acceptable behaviour and attitude rules are clear.	1	2	3	4	5	6

Role Clarity among Team Members

<i>Roles within the team are clear</i>	1	2	3	4	5	6
Members know what to do on the job	1	2	3	4	5	6
We openly discuss what we want from each other	1	2	3	4	5	6
As roles change we address the issues	1	2	3	4	5	6

Relationships

There is mutual support in the team	1	2	3	4	5	6
There is high trust among members	1	2	3	4	5	6
Our communication is open and free	1	2	3	4	5	6
Interaction among members is personal and warm	1	2	3	4	5	6
Members express their emotions	1	2	3	4	5	6
We acknowledge and recognise individual successes	1	2	3	4	5	6
We share perceptions of one another	1	2	3	4	5	6
All members participate	1	2	3	4	5	6
We balance capabilities with individual preferences	1	2	3	4	5	6

Team Procedures and Processes

We have formal and regular communications in place	1	2	3	4	5	6
We co-ordinate our efforts well	1	2	3	4	5	6
We confront differences and conflicts	1	2	3	4	5	6
We diagnose our difficulties in problem solving	1	2	3	4	5	6
We action plans to improve teamwork	1	2	3	4	5	6
We learn from our mistakes	1	2	3	4	5	6

There are 25 questions, if you scored your team 150, well done; if it was 25, leave.... The sky is just about to fall in!

Identify a few statements to go under these headings

Factors which help our team's effectiveness

Factors which hinder our team's quality



Usually when these questionnaires are collected in from the “team members” and this can be any “team” from the Board to the Admin Team; it isn’t just the scores that are illuminating

The following are some common responses we have received over the last 15 years

Factors which help our team’s effectiveness

All members of the team are proven and experienced.
The majority of the team members have known each other for a reasonable period of time.
The team has a balanced strong and focused leadership
Individual commitment
Support from our reports
Dedicated people
Talented people
Loyal people
Commitment to move forward
People feel valued and involved
People will express opinion freely
Good communication processes
Understanding of the challenges faced
The team has some very different characters bringing a balance of skills
All team members are committed and there is very little backstabbing
Every team member works hard

Factors which hinder our team’s quality

Possibility of sub divisions within team.
Team has not been working together for long
Duplication of responsibility
Change of personnel
Conflict within company
Lack of overall leadership – what is the Business Vision
False starts / incomplete thinking
Inexperience
Immaturity
Lack of cohesion and trust within the team
Lack of agreement and commitment to a common vision / purpose
It is too easy for team members to work in isolation
The team focuses on the problems and does not recognise / sell / celebrate the successes
Lack of strategy, communications and to great a need to manage up.

Where would the majority of your teams responses fall?

If you scored your team less than 90; and ticked too many of the “Factors that hinder” call us now;

We can fix this.