

#1: Team Assessment

Reality is that which, when you stop believing in it, doesn't go away. — Philip K. Dick, I Hope I Shall Arrive Soon

Until you know where you are you can't really create a plan to where you want to go! The problem for many leaders is they think they know where they are, but they are deluding themselves. Where you think you are is not as important as where the team thinks they are.

So ask your team members to complete the following questions anonymously. You could do this on paper or send it via a free electronic survey tool like Survey Monkey found at <https://www.surveymonkey.com/>.

At the bottom of the survey, which you may or may not include, is a fuller explanation of the value each of the principles that are being asked about.

Questionnaire

As you read each of the statements give our team a score out of 5 (1=low, 5=high) for how well we are doing at the present time. You are welcome to add any comments, but they are not required. Your honest views are highly appreciated.

This survey is anonymous but the overall results will be shared and discussed as a team.

Question	Score
1. Our team is a place where I feel safe, welcome and accepted?	
2. Our team values and encourages a positive attitude where there is a greater emphasis on strengths and successes than on weaknesses and failure?	
3. Our team has a clear purpose that we are striving towards?	
4. Our team has a clear understanding of the reality of our current situation that we discuss honestly and truthfully?	
5. Our team develops and commits to clear outcomes where everyone knows 'who' will do 'what' by 'when'?	
6. Our team members quickly and effectively do what they have committed to do?	
7. Our team holds team members accountable for what they have committed to doing in a firm but respectful way?	
Comments	

Notes:

1. When teams are safe and welcoming team members are more likely to connect, engage, grow and achieve.
2. When teams are positive they create a more engaging, inspiring and ultimately more effective personal or team culture.
3. When teams have a transparent and agreed purpose the energy of the group increase and is more focused.
4. When teams take responsibility and are clear about the reality of their situation they increase their capacity and the team member's willingness to do whatever is needed to move towards their shared purpose.
5. When teams have clear agreements the team moves from cheap talking to energetic commitment.
6. Only as we personally do what we say we will do, when we say we will do it, can we build our integrity, reputation, and lay a foundation for holding others accountable for their commitments.
7. This rare and uncomfortable skill is the key that releases people into higher levels of positive self-regard and results in greater positive personal and team effort. The focus here is not always a successful outcome, but the application of appropriate processes and effort which in the long run create the character, skill and fertile soil out of which growth will come.