

Team Effectiveness Self-Assessment

TEAM: _____ DATE: _____

TEAM MEMBER: _____

Rate the following elements on a scale of 1 to 5, with 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, and 5 = strongly agree. Wherever possible, offer examples that illustrate each element.

| Element | Rating | Examples and Comments |
|--|--------|-----------------------|
| 1. Purpose We understand and agree on our team's purpose and goals. | | |
| 2. Results We accomplish what we set out to achieve. | | |
| 3. Procedures There are effective procedures to guide team functioning. | | |
| 4. Meeting Process Meetings are well facilitated and focused and result in clear outcomes. | | |
| 5. Decisions We have clear agreements about how decisions will be made. | | |

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| <p>6. Commitment</p> <p>Team members buy into decisions without hidden reservations or hesitation; actions reflect our commitment.</p> | | |
| <p>7. Member Contributions</p> <p>Member contributions (ideas or information) are recognized and utilized. Different styles are embraced.</p> | | |
| <p>8. Creativity</p> <p>We experiment with different ways of doing things and are creative in our approach.</p> | | |
| <p>9. Collaboration</p> <p>Team members share our experience and expertise in ways that enhance team productivity and development.</p> | | |
| <p>10. Respect</p> <p>I feel valued as an individual member in this group. People treat all individuals with respect.</p> | | |



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| <p>11. Interpersonal Communication</p> <p>Communication between members is open and balanced at meetings.</p> | | |
| <p>12. Productive Conflict</p> <p>Members engage in unfiltered debate around ideas and issues related to the work.</p> | | |
| <p>13. Unproductive Conflict</p> <p>We work constructively on issues until they are resolved.</p> | | |
| <p>14. Accountability</p> <p>Team members hold each other accountable.</p> | | |
| <p>15. Evaluation</p> <p>We often evaluate our team process and productivity.</p> | | |

