

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



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Element	Rating	Examples/Comments
12. Productive Conflict Members engage in unfiltered debate around ideas and issues related to the work.		
13. Unproductive Conflict We work constructively on issues until they are resolved.		
14. Accountability Team members hold each other accountable.		
15. Evaluation We often evaluate our team process and productivity.		