

THE PERFORMING TEAM QUESTIONNAIRE

The purpose of this short questionnaire is to collect team member's views about how the team is currently performing. It will help you to decide where to give attention in order to improve your team's effectiveness. It is designed as an aid to discussion, in particular indicating the areas where there are differences in the perceptions of various team members.

Please answer the questions as honestly as you can. Your results will be combined with responses from the rest of the team. The scores and remarks will be anonymous.

The questionnaire measures team effectiveness in five areas:

- 1. Goals and Objectives
- 2. Processes and Procedures
- 3. Values and Relationships
- 4. Leadership and Followership
- 5. Energy and Commitment

Directions for completion

Section 1

Use the following scale to assess the extent to which you feel the statements given describe your team.

1	2	3	4	5	6	?
Not at all	Only Slightly	On Balance No	On Balance Yes	Mostly	Exactly	Not Applicable

Example

If you believe the statement (3) below, **mostly** describes your team, them circle '5'.

3. Team members are assertive in expressing their views 1 2 3 4 5 6 ?

1	All team members have a clear understanding of the team's goals and objectives?	~		>	*	13/8mm	Sum	
2	Our meetings are well structured and effective	- /	5	1	" MAIN	6	6	57
3	Team members are assertive in expressing the	7	/	Opposit	To a	5	6	2
4	Leadership changes hands between team on individual capability			/	4	5	6	1000
5	Individuals will go 'the extra mile' to h Roles in the team are clearly defi Our communication tools and			3	4	5	6	Thermal T
6	Roles in the team are clearly defi	/	2	3	4	5	6	-
7	Our communication tools and effectively	1	2	3	4	5	6	1000
8	We listen well to each o	1	2	3	4	5	6	
9	Roles in the team are clearly defi Our communication tools and effectively We listen well to each of the property of the pro	1	2	3	4	5	6	2000
10	Morale in our t	1	2	3	4	5	6	Check
11	All team m success is measured	1	2	3	4	5	6	
12	Proces chall constructively	1	2	3	4	5	6	200 000
13	tween team members	1	2	3	4	5	6	2000
14	All team measured Proces constructively constructively tween team members saround important decisions rally round to put things right	1	2	3	4	5	6	2000
/	rally round to put things right	1	2	3	4	5	6	20.00

16	Progress towards team goals is reviewed regularly				Y	Tulle.	Laura	
17	Team members are always looking for new and bette ways to communicate			4	Homes	Jeus/	/s	
18	The team environment is supportive)	Johnson	Sund	5	6	
19	Conflicts are resolved in an adult and profe			1	4	5	6	
20	There is a 'no blame' culture in this tea			3	4	5	6	
21	Team members have input in creat and measures of performance		2	3	4	5	6	
22	Team members have input in creat and measures of performance The team communicates well organisation Feedback is usually cons All team members ci The team share Our team's a cother parts of	1	2	3	4	5	6	
23	Feedback is usually cons	1	2	3	4	5	6	
24	All team members ci	1	2	3	4	5	6	
25	The team share	1	2	3	4	5	6	
26	Our team's of the organis	1	2	3	4	5	6	
27	As a tea unnec gel' (get involved in	1	2	3	4	5	6	
28	of 25 to led	1	2	3	4	5	6	
29	Our team's of the organis As a teat unnect led are encouraged and y all team members	1	2	3	4	5	6	
3	all team members	1	2	3	4	5	6	

Section 2 1 What do you like most about working in this team? 2 What is not working so well/needs to change? 3 What do you see as the team ove your team's effectiveness? 4 What suggestig

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