

TEAM ASSESSMENT AND FEEDBACK INSTRUMENT

Please read each item and, using the scale displayed, click on the response that most accurately represents the extent to which your team has consistently demonstrated this behavior over the past year.

1 Not at all	2 To a little extent	3 To some extent	4 To a great extent	5 To a very great extent
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1. My contributions are recognized by other team members.	①	②	③	④	⑤
2. I openly share my concerns about issues discussed by the team.	①	②	③	④	⑤
3. I question or challenge other team members' thinking assumptions and behavior.	①	②	③	④	⑤
4. I contribute heavily in team projects.	①	②	③	④	⑤
5. Team members are quick to give credit and point out the contributions of others.	①	②	③	④	⑤
6. Team members monitor their behavior and communication to create a positive response from others.	①	②	③	④	⑤
7. Team members are sensitive to how their behavior impacts the group.	①	②	③	④	⑤
8. Communication between team members is effective.	①	②	③	④	⑤
9. Team members are concerned about the prospect of letting down their peers.	①	②	③	④	⑤
10. The team communicates openly and candidly.	①	②	③	④	⑤
11. Team members fully participate in team meetings.	①	②	③	④	⑤
12. Team members look for breakthrough solutions to obstacles or impasses rather than convenient compromises.	①	②	③	④	⑤
13. Meeting agendas focus on timely priorities.	①	②	③	④	⑤
14. Within team meetings, team members have a clear understanding of the meeting's items, deadlines, and responsibilities.	①	②	③	④	⑤
15. During meetings the most important and difficult issues are on the agenda to be resolved.	①	②	③	④	⑤

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16. Team participants arrive prepared to contribute to the discussion.	①	②	③	④	⑤
17. The team appropriately focuses on long-term strategic issues.	①	②	③	④	⑤
18. Team members follow through on commitments once they are made.	①	②	③	④	⑤
19. Team members leave meetings confident that their peers are committed to the decisions that were agreed upon.	①	②	③	④	⑤
20. Team members strongly support decisions once they are made.	①	②	③	④	⑤
21. Decisions impacting the whole team are made in the meeting itself rather than after the meeting by smaller groups of team members.	①	②	③	④	⑤
22. Decisions are reached by genuine shared agreement and commitment.	①	②	③	④	⑤
23. When decisions are made, all individuals that are necessary to make that decision are represented.	①	②	③	④	⑤
24. Team members trust each other.	①	②	③	④	⑤

Open Ended Response

How can the team improve its effectiveness?

Please describe your recommendations for improving team decision making.