

Team Effectiveness Assessment

Direction and Purpose	Yes	No
Does your team have overall goals and purposes that are understood by all members?		
Are goals developed through a group process of team interaction and agreement?		
Do you periodically evaluate your goals and revise them if necessary?		
Commitment	Yes	No
Do all team members work toward achieving the team's goals and purposes?		
Does team success come before individual achievement?		
Processes and Procedures	Yes	No
Has your team developed a thoughtful and concrete approach to doing its work?		
Does your team have a set of rules and norms by which you operate?		
Does communication flow freely from member to member?		
Do members discuss issues and problems?		
Are decisions the result of input from all team members?		
Are team members encouraged to express their feelings freely?		
Is feedback given freely and often?		
Leadership	Yes	No
Is leadership supportive of both the needs of team members and the goals of the team?		
Is leadership shared among team members?		
Are members allowed to demonstrate their leadership?		
Are challenges confronted and creativity encouraged?		
Are mistakes treated as a source of learning?		
Are members allowed to take risks without fear of punishment or embarrassment?		
Interdependence	Yes	No
Do members accept that they need to depend on each other to fulfill the goals of the team?		
Are team members encouraged to share ideas and experiences?		
Do team members collaborate to achieve goals?		
Are talents, skills, knowledge, and experience appropriately used?		
Do team members attempt to confront and resolve conflicts between themselves?		