TEAMS Survey

Sample Mean Score

Processes

|	Never				Always
Team Leader: 1	5.4				
Team Member: 2	4.71				
Total: 3	4.95				

1. Team members all participate appropriately. People are not suppressed or ignored, nor do individuals dominate the rest of the group.

	Never				Always
Team Leader: 1	6				
Team Member: 2	6				
Total: 3	6				
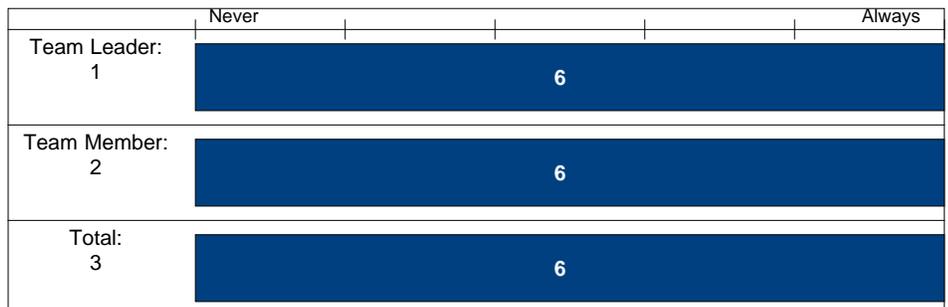
2. The team develops and regularly revisits a set of agreements (values or principles) on how they will behave and interact with one another.

	Never				Always
Team Leader: 1	5				
Team Member: 2	5				
Total: 3	5				
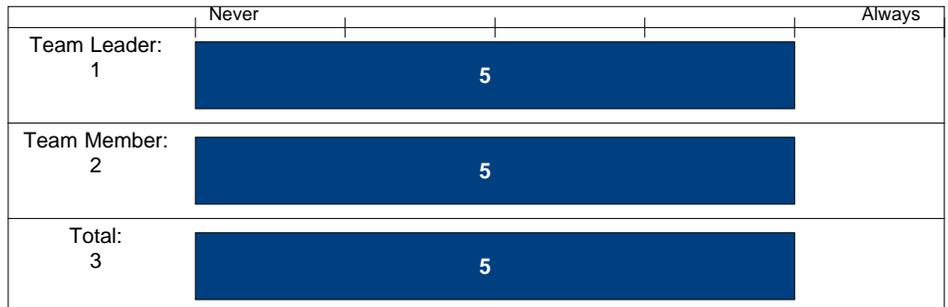
3. The team is aware of its own process (such as covered in this survey), evaluates itself at regular intervals and takes steps as necessary to improve its functioning.

|	Never				Always
Team Leader: 1	6				
Team Member: 2	4.5				
Total: 3	5				
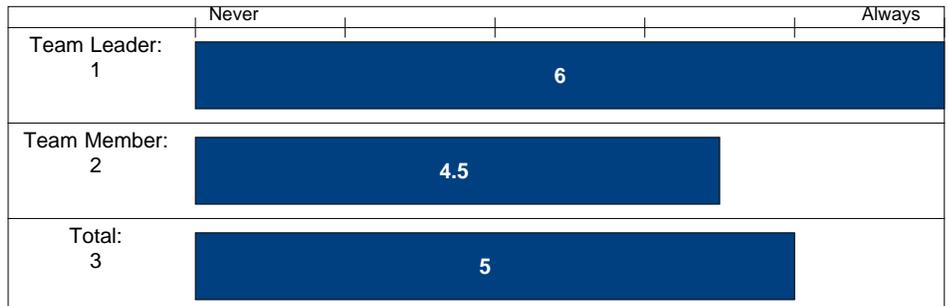
TEAMS Survey

Sample Mean Score

4. The team welcomes new ideas and is willing to try new things. New ideas and ways of thinking are encouraged. Every idea is given a hearing.

	Never				Always
Team Leader: 1	5				
Team Member: 2	3.5				
Total: 3	4				
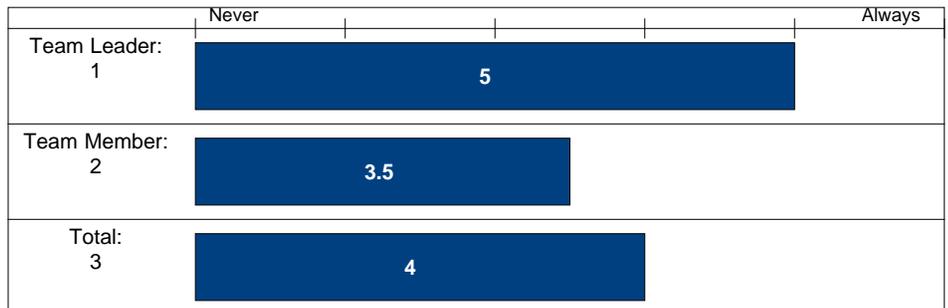
5. Individual development is encouraged and supported in the team.

	Never				Always
Team Leader: 1	5				
Team Member: 2	4				
Total: 3	4.33				
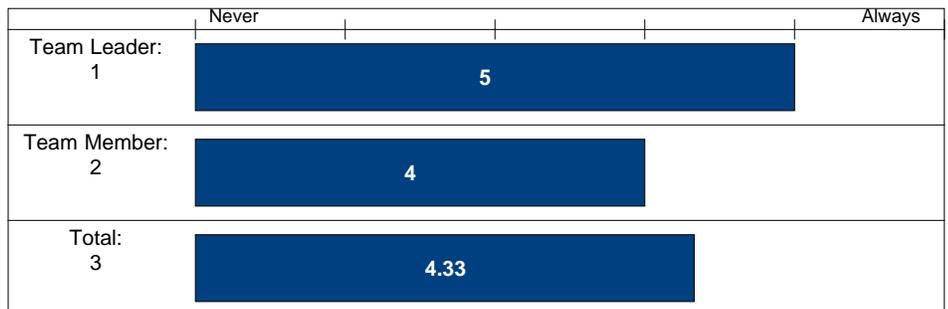
6. Team members share in the leadership tasks.

|	Never				Always
Team Leader: 1	6				
Team Member: 2	4				
Total: 3	4.66				
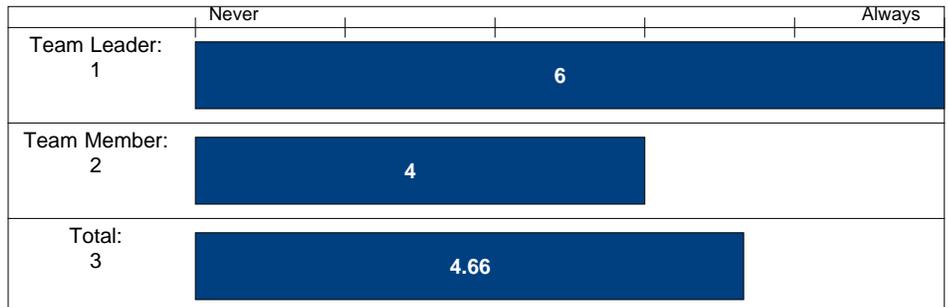
7. The team meeting time is used well, with discussions staying focused on the issues at hand and each item of discussion having a clear conclusion.

	Never				Always
Team Leader: 1	5				
Team Member: 2	6				
Total: 3	5.66				
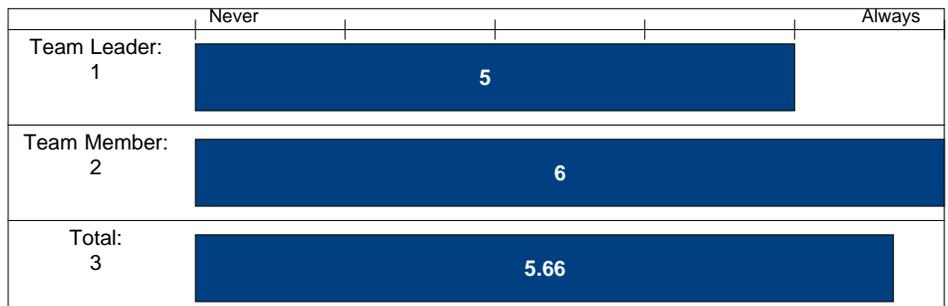
8. The team recognizes members individually for their contributions.

	Never				Always
Team Leader: 1		5			
Team Member: 1			6		
Total: 2			5.5		
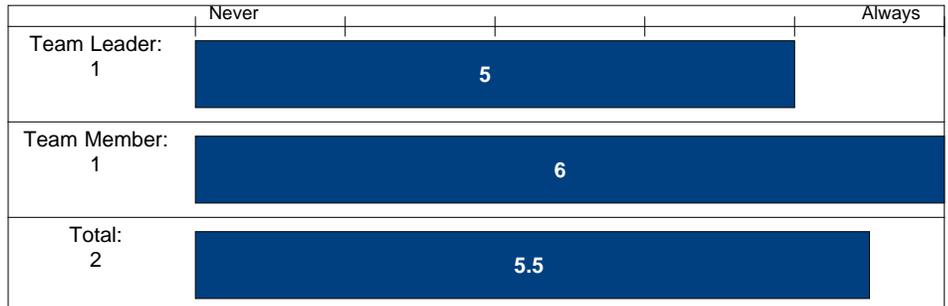
9. Information is shared fully and continually among team members.

	Never				Always
Team Leader: 1		5			
Team Member: 2			5.5		
Total: 3			5.33		

10. The team learns from its successes and failures and shares what it has learned with others in the organization for whom it is useful.

|	Never				Always
Team Leader: 1			6		
Team Member: 2	3.5				
Total: 3		4.33			
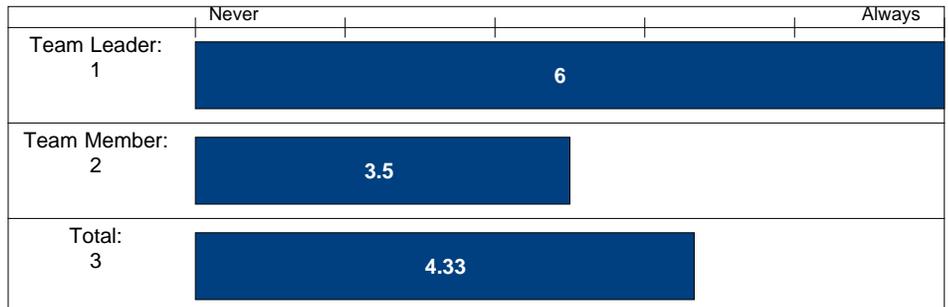
11. I am able to devote the time and energy necessary to get the team's job done and to develop the team itself, including my attending team meetings and training.

	Never				Always
Team Leader: 1		5			
Team Member: 1	3				
Total: 2	4				
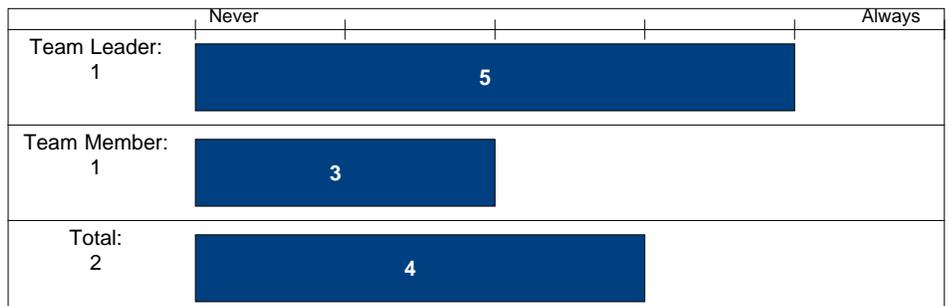
12. I want to devote the time and energy necessary to get the team's job done and to develop the team.

|	Never	Always
Team Leader: 1	6	
Team Member: 2	4.5	
Total: 3	5	
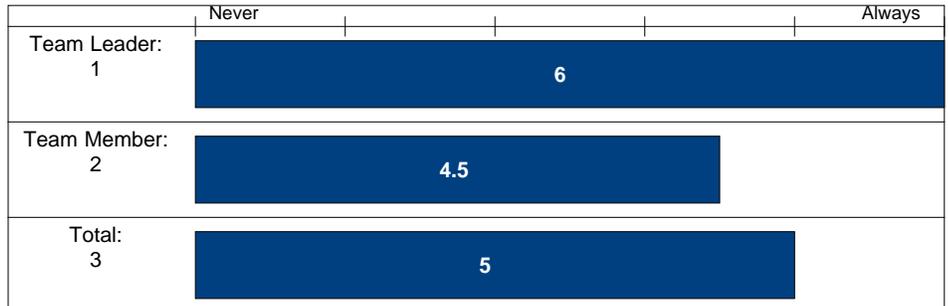
13. There is a "why not" or "we can do it!" attitude in the team. Giving up and excuses are at a minimum. Focus is on how to get the job done.

	Never	Always
Team Leader: 1	5	
Team Member: 2	4.5	
Total: 3	4.66	

14. The team celebrates its successes along the way.

	Never	Always
Team Leader: 1	6	
Team Member: 2	5	
Total: 3	5.33	
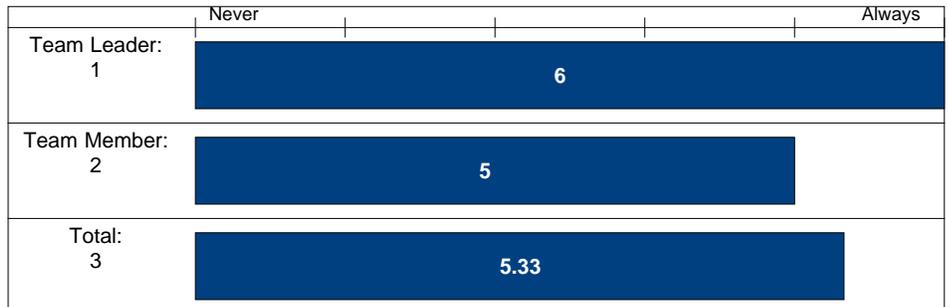
15. The team has enough time together to make plans and decisions and have quality discussions.

	Never	Always
Team Leader: 1	5	
Team Member: 2	5.5	
Total: 3	5.33	

Relationships

	Never				Always
Team Leader: 1	4.76				
Team Member: 2	4.42				
Total: 3	4.53				
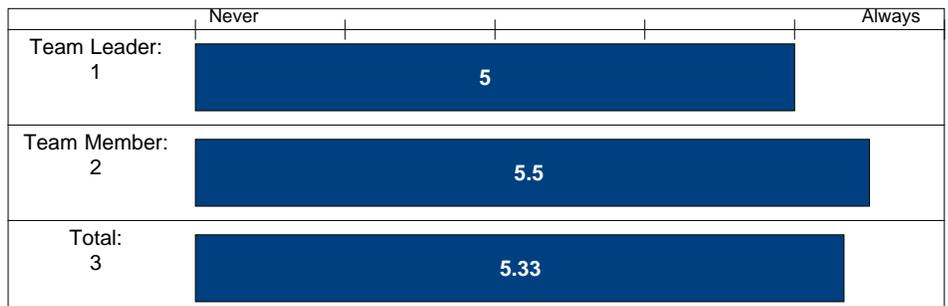
16. Our work together as a team gives me a personal sense of satisfaction and belonging.

	Never				Always
Team Leader: 1	5				
Team Member: 2	4.5				
Total: 3	4.66				

17. The atmosphere in team meetings is friendly, relaxed and energetic.

	Never				Always
Team Leader: 1	4				
Team Member: 2	4				
Total: 3	4				
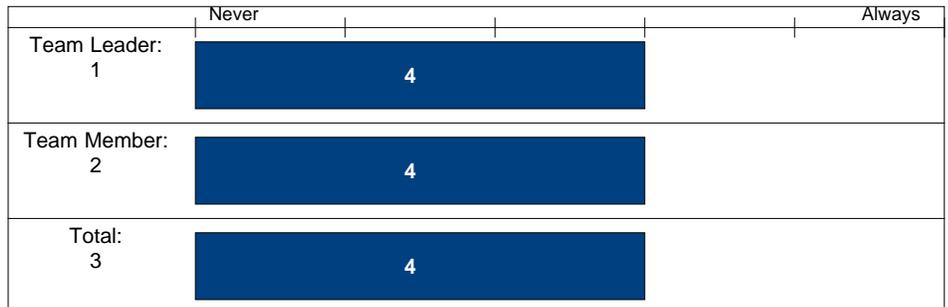
18. Team members express their feelings, as well as share facts.

|	Never				Always
Team Leader: 1	5				
Team Member: 2	4				
Total: 3	4.33				
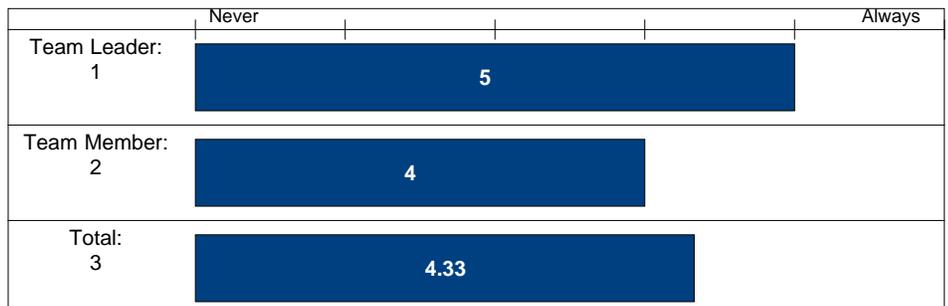
19. When people on the team disagree with something, or perceive a problem within the team, they say so in the group meeting.

|	Never	Always
Team Leader: 1	4	
Team Member: 2	4.5	
Total: 3	4.33	
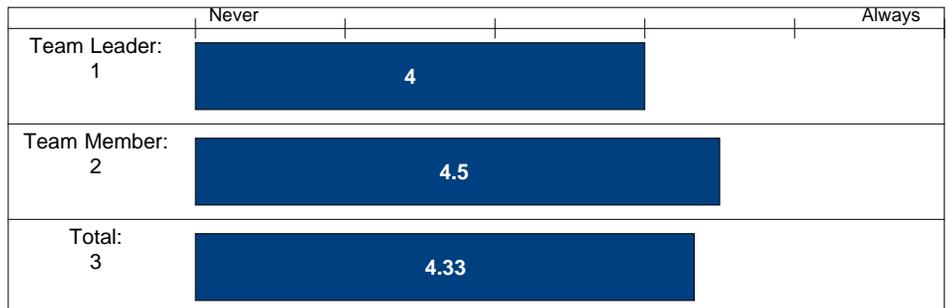
20. Team members are supportive of one another. Focus is on cooperation and helping, not blaming.

	Never	Always
Team Leader: 1	5	
Team Member: 2	4.5	
Total: 3	4.66	

21. Team members treat one another with courtesy and consideration and demonstrate by their behavior that they value each other as people and co-workers.

	Never	Always
Team Leader: 1	5	
Team Member: 2	4.5	
Total: 3	4.66	

22. Team members can depend on one another to do what they promise or agree to do.
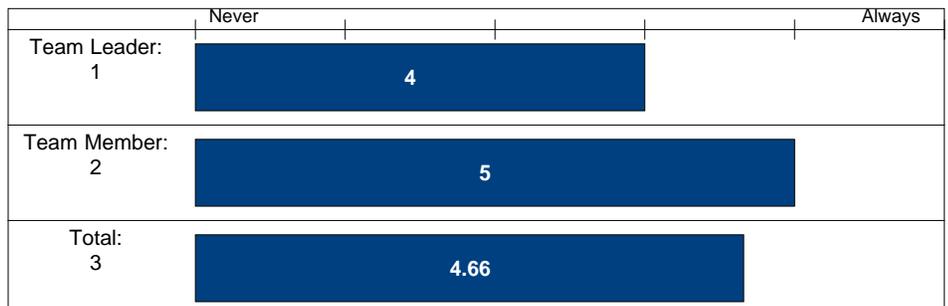
	Never	Always
Team Leader: 1	4	
Team Member: 2	5	
Total: 3	4.66	

23. When conflict or other difficulties arise within the team, the team addresses them constructively.

|	Never				Always
Team Leader: 1	4				
Team Member: 2	4				
Total: 3	4				

24. Team members are constructive and appropriate in their feedback to each other about each person's individual performance.

	Never				Always
Team Leader: 1	4				
Team Member: 2	4				
Total: 3	4				

25. Team members are personally, committed to each other's success and well-being. Each one does what he or she can to support the others' individual goals and dreams.

	Never				Always
Team Leader: 1	6				
Team Member: 2	4.5				
Total: 3	5				

26. Team members are willing to exchange thoughts and opinions with each other about each person's individual performance.

|	Never				Always
Team Leader: 1	5				
Team Member: 2	4.5				
Total: 3	4.66				

27. Team members feel that it is safe to be honest or vulnerable with one another and to take risks within the team.

|	Never				Always
Team Leader: 1		6			
Team Member: 2		5.5			
Total: 3		5.66			

28. Team members give constructive feedback to the leader on his or her leadership behaviors and attitudes.

	Never				Always
Team Leader: 1		5			
Team Member: 2		4			
Total: 3		4.33			

Work Management

|	Never				Always
Team Leader: 1		5.52			
Team Member: 2		4.13			
Total: 3		4.59			
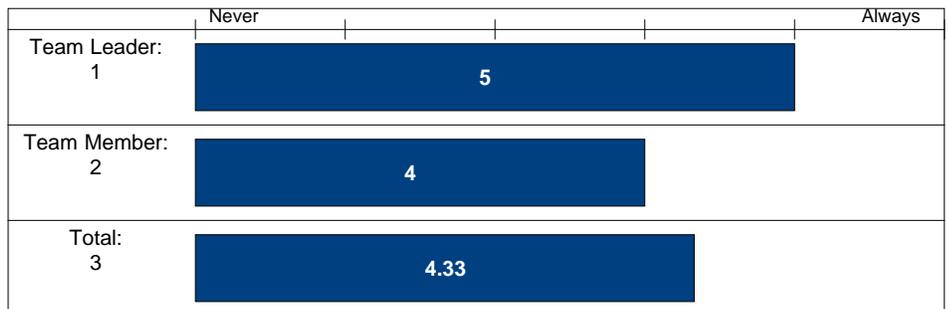
29. The team identifies and follows up on relationships and resources outside the team that are important to get the teams job done.

|	Never				Always
Team Leader: 1		6			
Team Member: 2		4			
Total: 3		4.66			
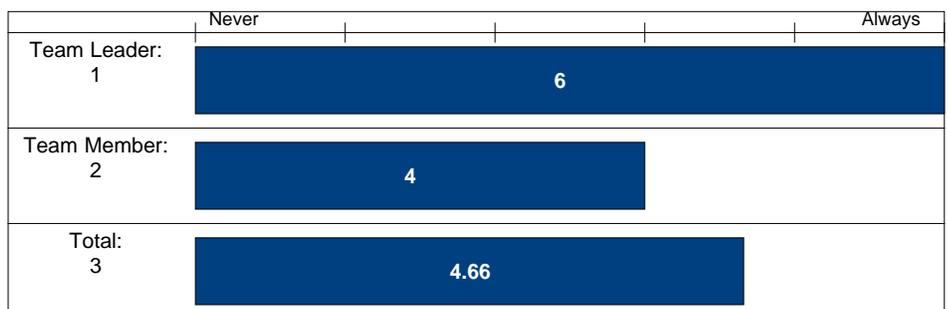
30. I understand what I am expected to contribute to the team.

	Never	Always
Team Leader: 1	5	
Team Member: 2	4.5	
Total: 3	4.66	

31. I agree with what I am expected to contribute to the team.

	Never	Always
Team Leader: 1	5	
Team Member: 2	4.5	
Total: 3	4.66	

32. The team checks the progress of all its objectives at agreed upon intervals, and determines what action to take, including reevaluating objectives or action plans as needed.

	Never	Always
Team Leader: 1	5	
Team Member: 2	5	
Total: 3	5	
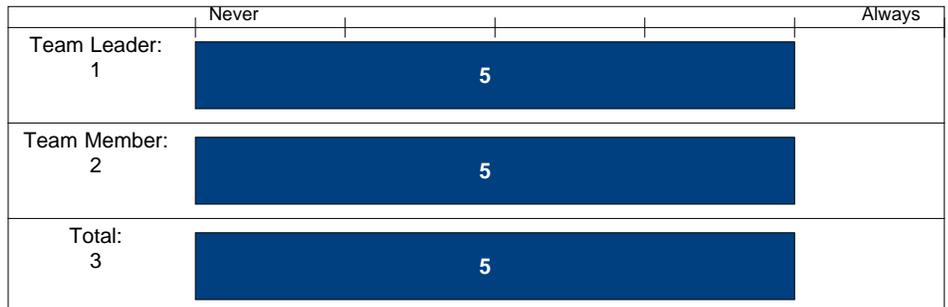
33. The necessary blend of skills to accomplish the team's mission and objectives is present in the team.
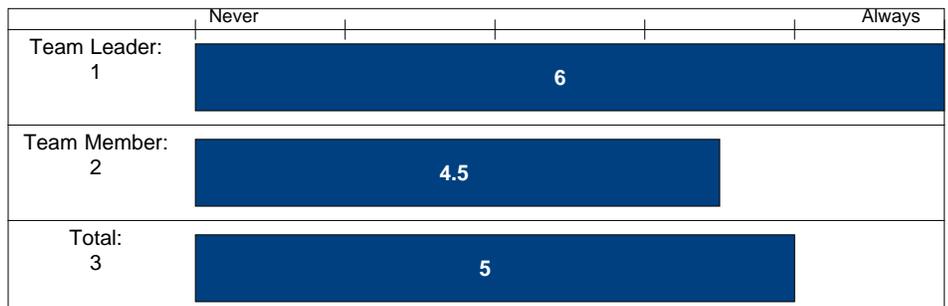
	Never	Always
Team Leader: 1	6	
Team Member: 2	4.5	
Total: 3	5	

34. Team members have the necessary level of ability within their skill areas to get the job done well.

	Never				Always
Team Leader: 1			6		
Team Member: 2		4			
Total: 3		4.66			
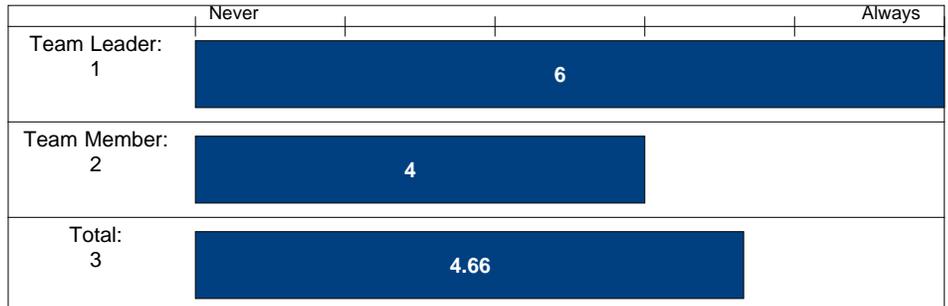
35. I am used effectively based on my skills, competency, interests, availability and developmental needs.

	Never				Always
Team Leader: 1			6		
Team Member: 2		4			
Total: 3		4.66			
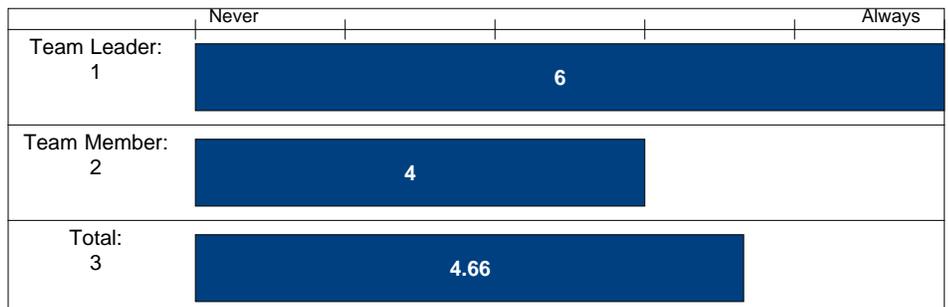
36. Our team sets high standards of performance and accepts nothing less of ourselves.

|	Never				Always
Team Leader: 1			6		
Team Member: 2		4			
Total: 3		4.66			
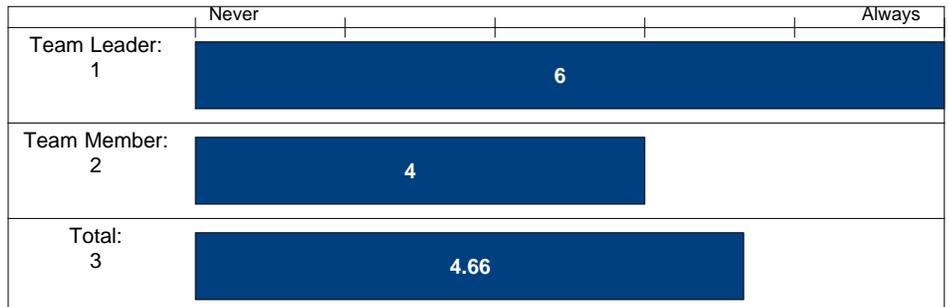
37. Differences in approaches, opinions or perspectives are viewed as a potential source of valuable input.

|	Never				Always
Team Leader: 1			5		
Team Member: 2		4.5			
Total: 3		4.66			

38. Team members are committed to the success of the team as a whole, not just themselves individually. Team members accept responsibility collectively for both team successes and team failures, regardless of their own functional specialty.

	Never				Always
Team Leader: 1	6				
Team Member: 2	4.5				
Total: 3	5				
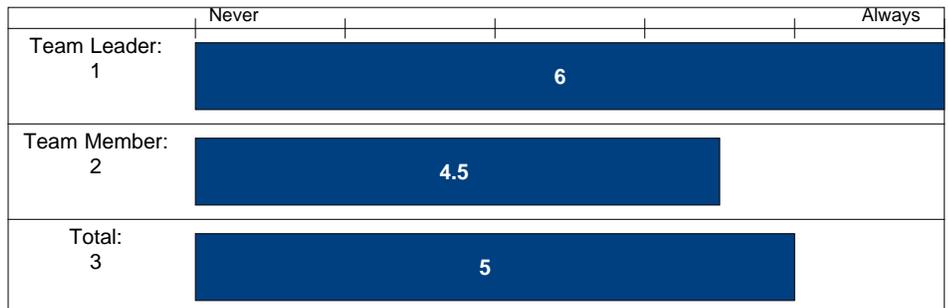
39. The team never loses sight of who its customers are, whether inside or outside the organization, and what they need.

	Never				Always
Team Leader: 1	6				
Team Member: 2	4				
Total: 3	4.66				
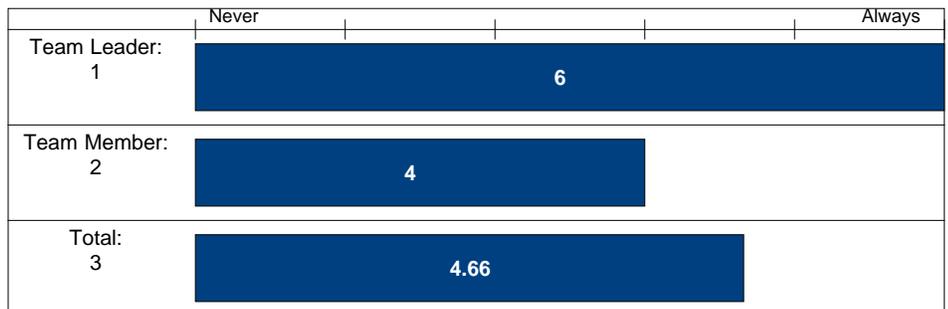
40. The team's objectives (measurable, desired results) are clearly specified and understood by all team members.

	Never				Always
Team Leader: 1	5				
Team Member: 2	3.5				
Total: 3	4				
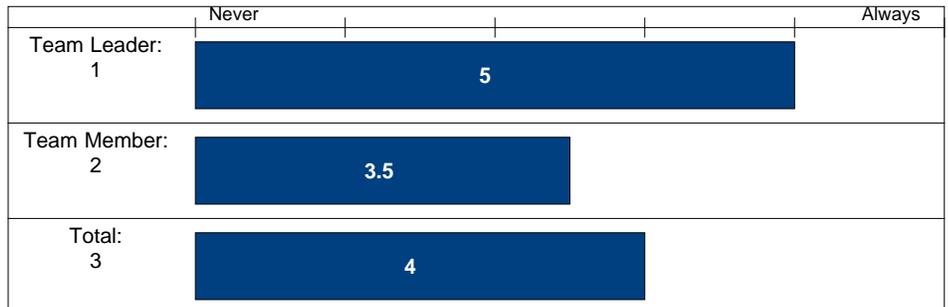
41. The team's objectives (measurable, desired results) are determined by consensus of the team.

	Never				Always
Team Leader: 1	5				
Team Member: 2	3.5				
Total: 3	4				
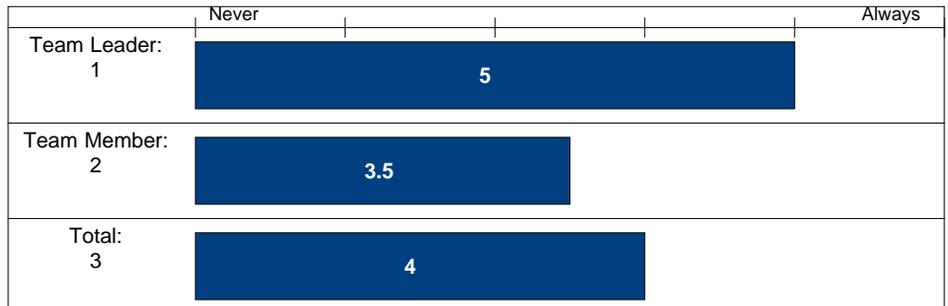
42. Agreed upon action plans are actually implemented.

	Never				Always
Team Leader: 1	5				
Team Member: 2	4.5				
Total: 3	4.66				

43. Team members get information on how well the team has accomplished its mission and objectives.

	Never				Always
Team Leader: 1	6				
Team Member: 2	3.5				
Total: 3	4.33				
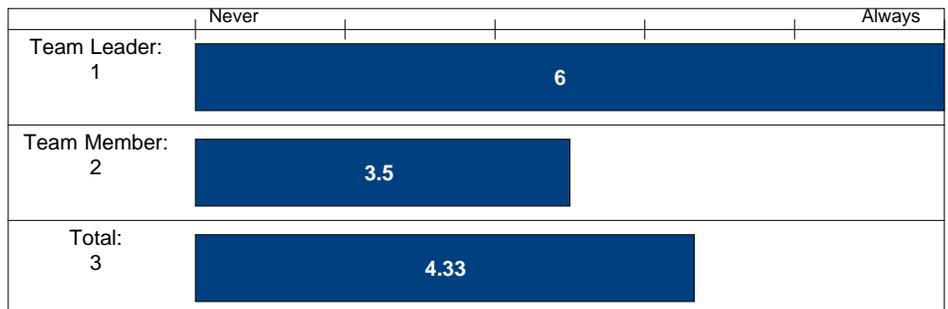
44. The team constructively uses feedback on its performance to improve the team's future performance.

	Never				Always
Team Leader: 1	5				
Team Member: 2	4				
Total: 3	4.33				
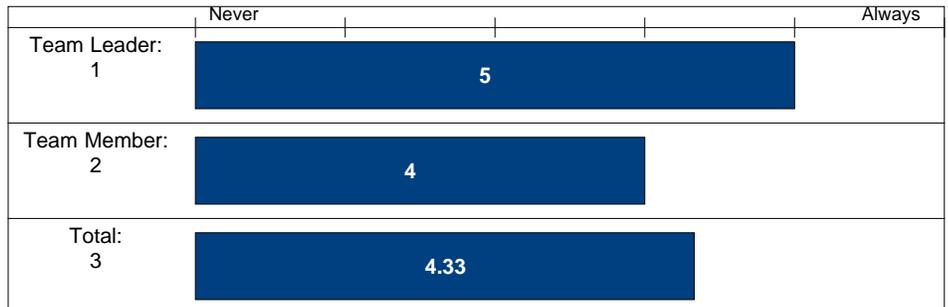
45. There is clear agreement on what will be done, by whom, and by when.

|	Never				Always
Team Leader: 1	6				
Team Member: 2	3.5				
Total: 3	4.33				
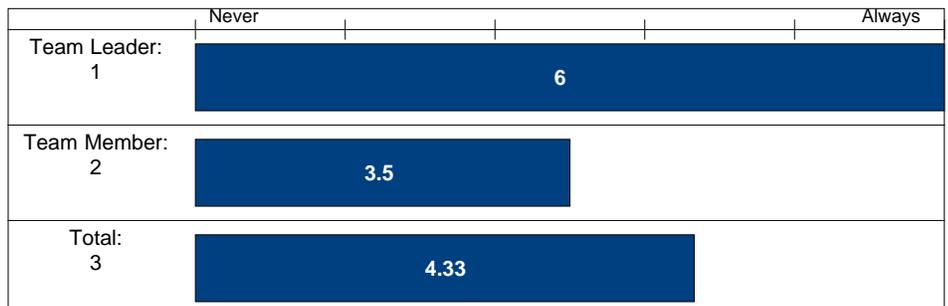
46. Team Members share a clear, common understanding of the team's mission (reason for existence) and how it fits in the total organizational picture.

	Never				Always
Team Leader: 1	5				
Team Member: 2	4.5				
Total: 3	4.66				

47. Decisions are by consensus after quality discussion, rather than by voting or authoritarian assignments.

	Never				Always
Team Leader: 1	6				
Team Member: 2	4				
Total: 3	4.66				

Leadership

	Never				Always
Team Leader: 1	5.32				
Team Member: 2	3.76				
Total: 3	4.28				
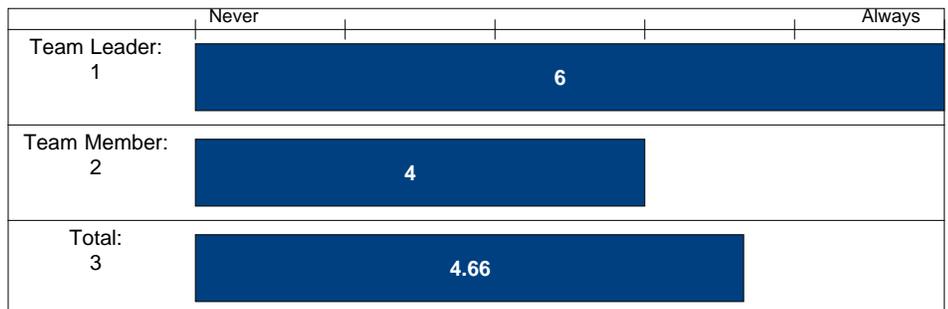
48. The leader helps the team to check its performance on objectives and takes needed action.

	Never				Always
Team Leader: 1	5				
Team Member: 2	3.5				
Total: 3	4				
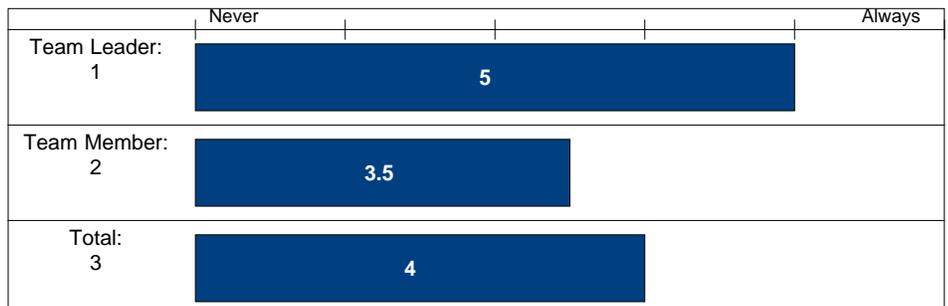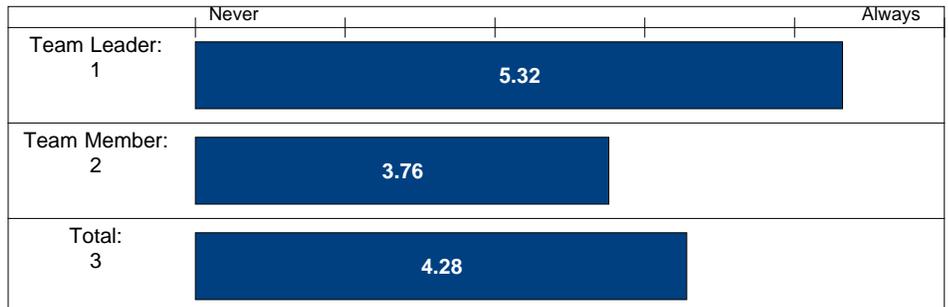
TEAMS Survey

Sample Mean Score

49. The leader encourages celebration of team accomplishments.

|	Never — Always
Team Leader: 1	5
Team Member: 2	4.5
Total: 3	4.66
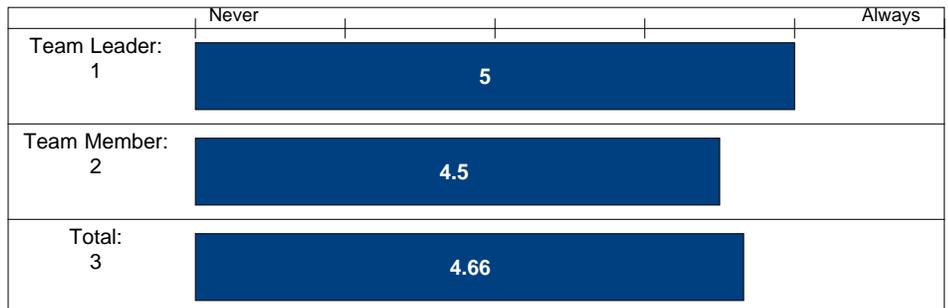
50. The leader helps the team focus on what can be learned from all its efforts, both successes and failures.

	Never — Always
Team Leader: 1	6
Team Member: 2	4.5
Total: 3	5
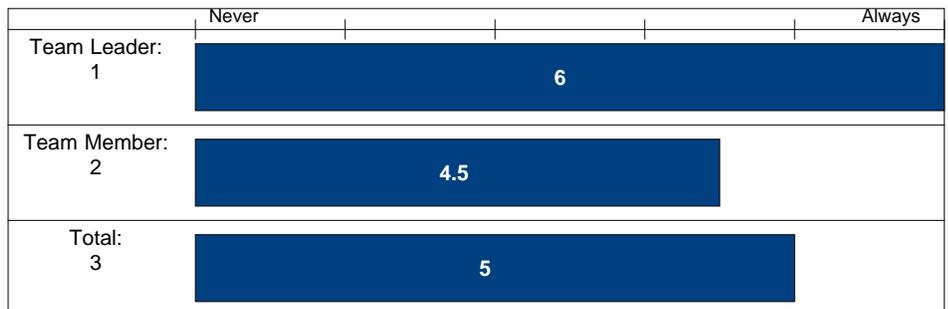
51. The leader encourages team members to bring their knowledge and experience to bear on team tasks.

	Never — Always
Team Leader: 1	6
Team Member: 2	5.5
Total: 3	5.66

52. The leader is accepting and supportive of others.

	Never — Always
Team Leader: 1	5
Team Member: 2	4
Total: 3	4.33
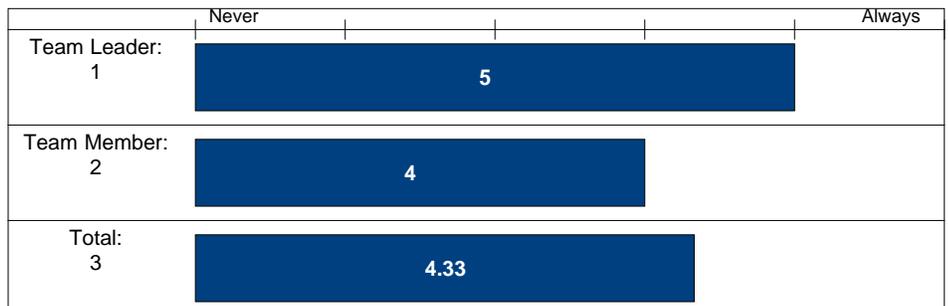
TEAMS Survey

Sample Mean Score

53. The leader encourages team decisions, rather than making decisions for the team.

	Never	Always
Team Leader: 1	4	
Team Member: 2	4	
Total: 3	4	

54. The leader encourages recognition of individual team member contributions.

	Never	Always
Team Leader: 1	4	
Team Member: 2	4	
Total: 3	4	

55. The leader is a good listener.

	Never	Always
Team Leader: 1	5	
Team Member: 2	5.5	
Total: 3	5.33	

56. The leader helps to get the information that the team needs and shares information freely with the team.

	Never	Always
Team Leader: 1	5	
Team Member: 2	5.5	
Total: 3	5.33	

57. The leader adequately represents the team to management and others outside the team.

	Never					Always
Team Leader: 1	6					
Team Member: 2	4.5					
Total: 3	5					
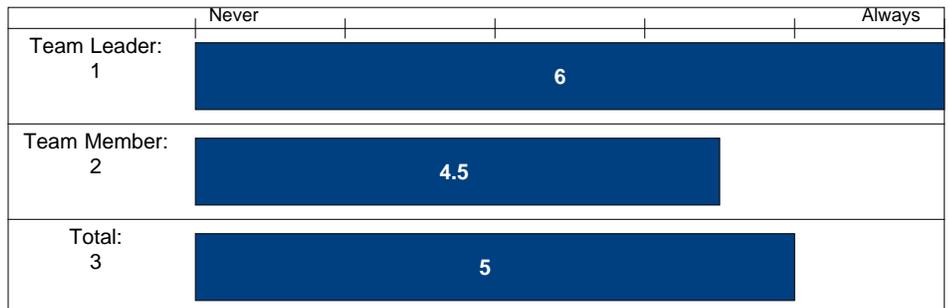
58. The leader facilitates the process so that meeting time is productively used.

	Never					Always
Team Leader: 1	6					
Team Member: 2	4					
Total: 3	4.66					
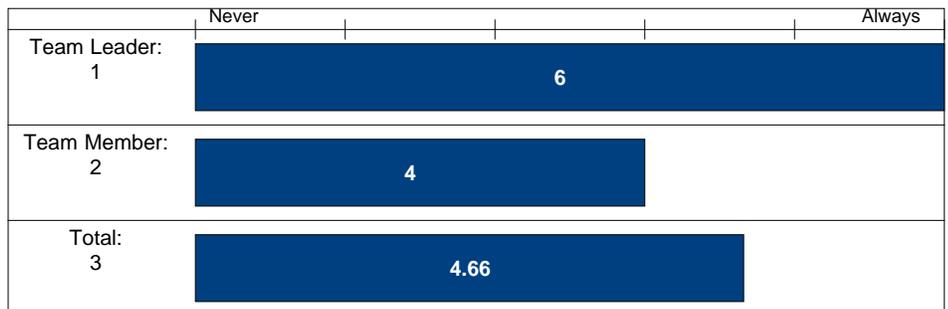
59. The leader facilitates the meeting process so that clear decisions are made and documented.

	Never					Always
Team Leader: 1	6					
Team Member: 2	5					
Total: 3	5.33					
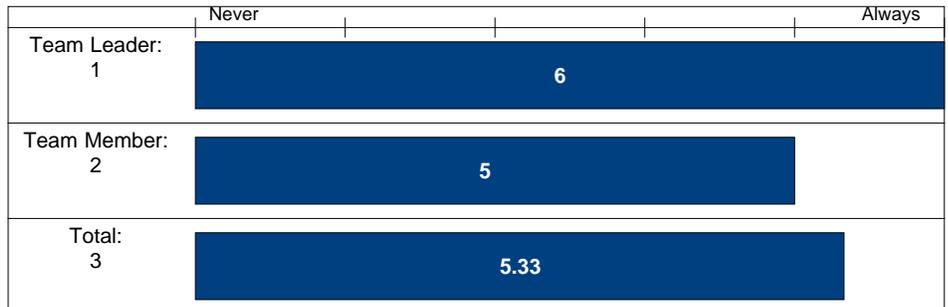
60. The leader helps the team develop and focus clearly on its objectives.

	Never					Always
Team Leader: 1	5					
Team Member: 2	4.5					
Total: 3	4.66					

TEAMS Survey

Sample Mean Score

61. The leader helps the team understand and focus on its reason for existence and fit in the organization.

|	Never						Always
Team Leader: 1	5						
Team Member: 2	2.5						
Total: 3	3.33						
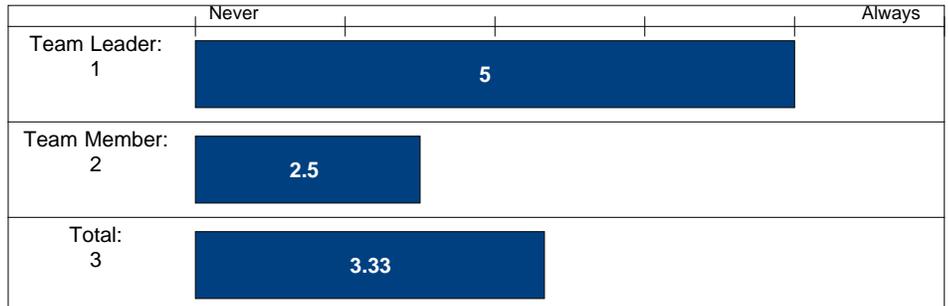
62. The leader helps the team evaluate and take action on the team's needs for resources and relationships outside the team.

	Never						Always
Team Leader: 1	5						
Team Member: 2	3						
Total: 3	3.66						
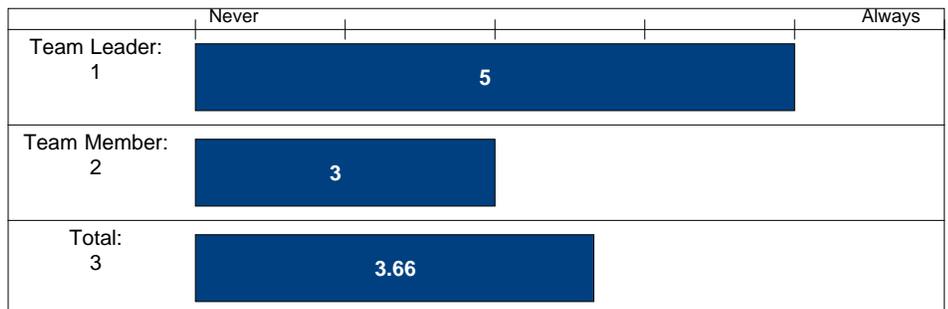
63. The leader is committed to the team.

	Never						Always
Team Leader: 1	6						
Team Member: 2	3.5						
Total: 3	4.33						
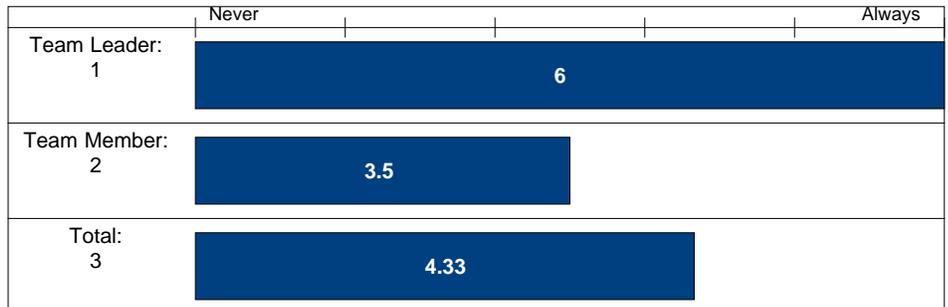
64. The leader actively supports and encourages appropriate, balanced participation.

|	Never						Always
Team Leader: 1	5						
Team Member: 2	4						
Total: 3	4.33						
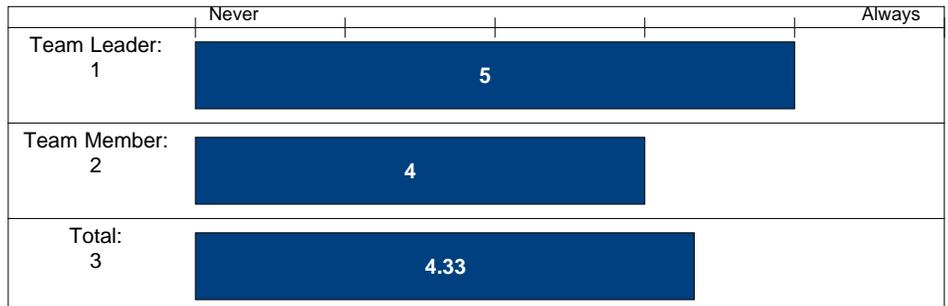
65. The leader is willing to accept constructive feedback on his or her leadership behaviors and attitudes.

	Never				Always
Team Leader: 1	6				
Team Member: 2	3				
Total: 3	4				
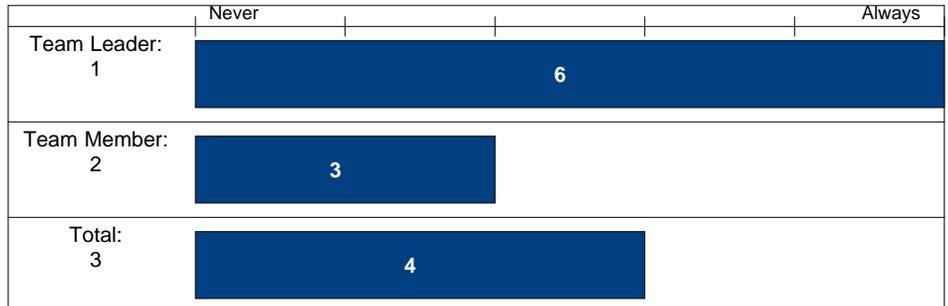
66. The leader is energetic, enthusiastic and enjoys challenges.

	Never				Always
Team Leader: 1	5				
Team Member: 2	2.5				
Total: 3	3.33				
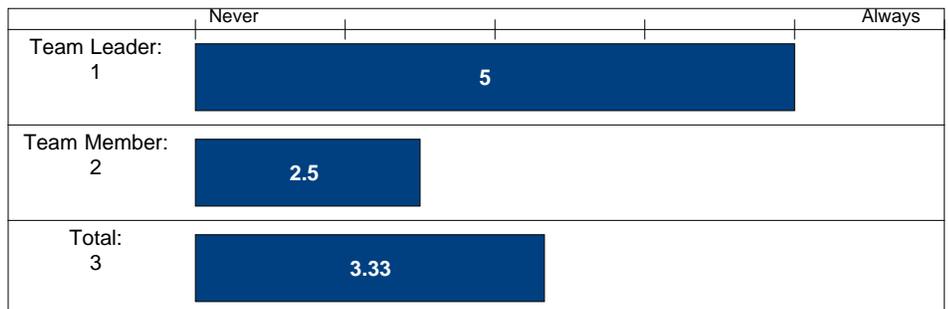
67. The leader actively shares the leadership role with team members.

	Never				Always
Team Leader: 1	5				
Team Member: 2	2				
Total: 3	3				
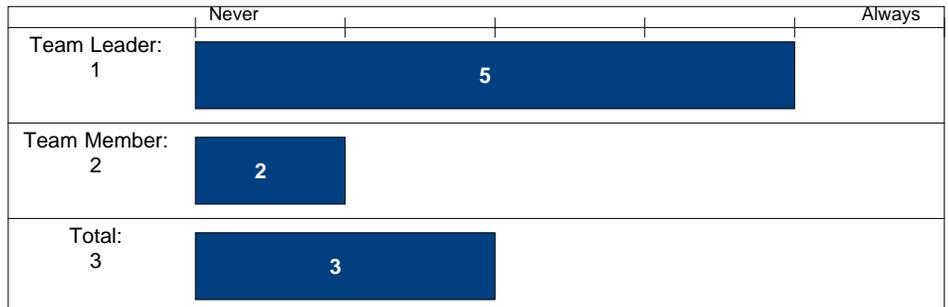
68. The leader is willing to freely admit his or her own errors.

	Never				Always
Team Leader: 1	6				
Team Member: 2	3				
Total: 3	4				
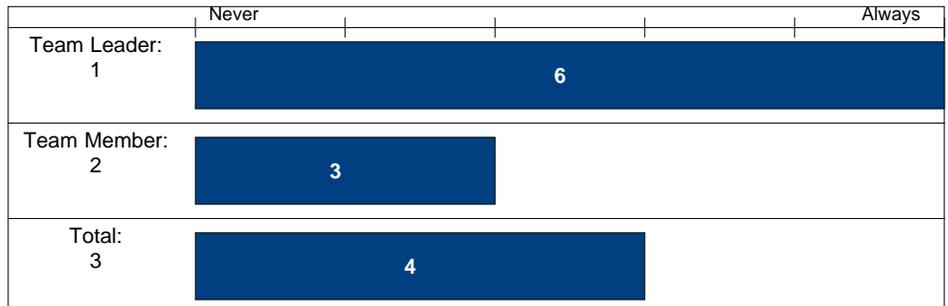
TEAMS Survey

Sample Mean Score

69. The leader supports and helps create developmental opportunities for team members.

	Never	Always
Team Leader: 1	6	
Team Member: 2	2.5	
Total: 3	3.66	
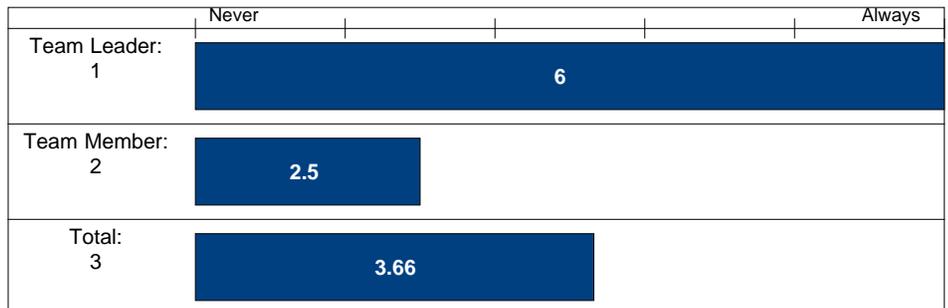
70. The leader is a role model for positive, collaborative behavior.

	Never	Always
Team Leader: 1	6	
Team Member: 2	3.5	
Total: 3	4.33	
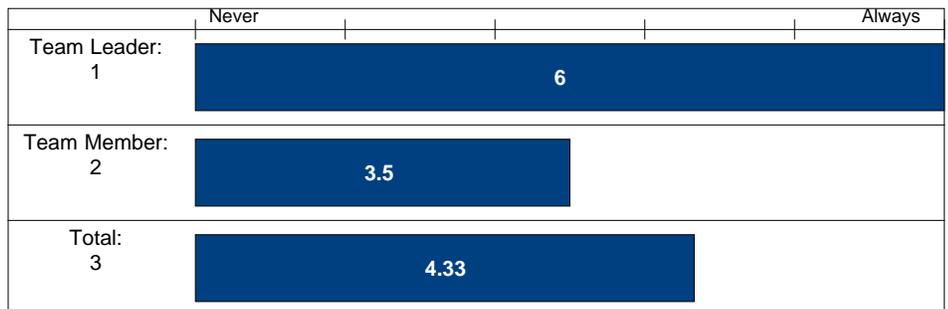
71. The leader is creative (has new and interesting ideas) and encourages this in team members.

	Never	Always
Team Leader: 1	5	
Team Member: 2	2.5	
Total: 3	3.33	
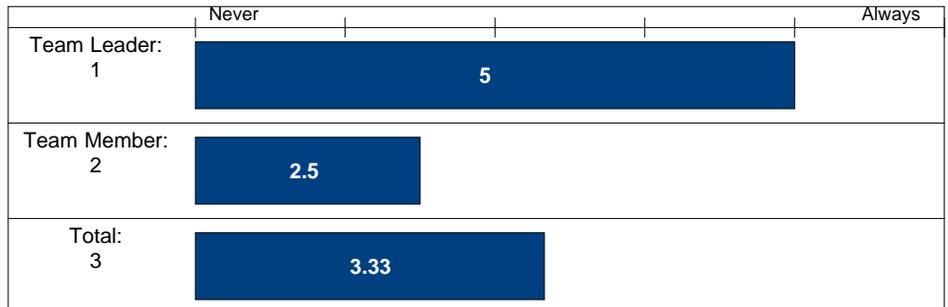
72. The leader makes good use of praise and handles potentially sensitive feedback with care.

	Never	Always
Team Leader: 1	5	
Team Member: 2	3	
Total: 3	3.66	