

The High-Performance Team Instrument

One way to monitor the effectiveness of your team is for members to assess their work in the team periodically.

Directions:

Using the scale below, from strongly disagree (1) to strongly agree (6), write the number that best reflects how true each of the below descriptions is for your team.

stro	1 ongly disagree	2	3	4	5	6 strongly agree	
	1. We engage	. We engage in open and honest communication.					
	 Everyone has a chance to participate in decision making. We all feel comfortable expressing our thoughts and ideas during team meetings. We listen actively to one another and try not to interrupt. 						
	5. We cooper	ate to get the	work done.				
	6. We all foll	ow through or	n commitments ma	ade at previous me	eetings.		
	7. We clarify	everyone's te	am responsibilitie	s (e.g., facilitator,	timekeeper, etc.	.).	
	8. We fully d	iscuss the adv	antages and pitfall	s of all ideas and	options.		
	9. We try to g	generate all po	ssible ideas and o	ptions before com	ing to any concl	usions.	
	10. Conflicts	associated wi	th different points	of view are dealt	with constructiv	ely.	
	11. We don't	come to conc	lusions unless we	have consensus.			
	12. Everyone	on the team d	loes his or her fair	share of work.			
	13. We accor	nmodate, resp	ect, and appreciate	e differences in cu	lture and ways	of thinking.	
	14. We capita	alize on cross-	functional strengtl	ns.			
	15. We recog	nize the streng	gths and weakness	es of team memb	ers.		
	16. We seek	feedback and	give feedback to e	ach other.			
	17. We celeb	rate our succe	sses.				
	18. We regul	arly reflect on	and evaluate our a	task progress.			
	19. We regul	arly reflect on	and evaluate our a	team processes.			
	20. We learn	from both our	failures and our s	uccesses.			
	21. We clarif	y group tasks	before ending a m	eeting.			
	22. We set of	jectives and s	stay focused.				
	23. We struct	ure meetings	using an agenda, c	bjectives, and tim	netable.		
	24 We are al	igned around	the nurnose and m	ussion of our tean	n		

- _____ 24. We are aligned around the purpose and mission of our team.
 - ____ 25. There is a high level of trust among team members.

Sources:

Adapted from version found in:

Drago-Severson, E. (2009). *Leading adult learning: supporting adult development in our schools*. Sage Publications. [Kindle version]. Retrieved from Amazon.com.

Which was adapted from: Rimanoczy, I., Turner, E., & Pearson, T. (2000). *The learning coach handbook* (pp. 61– 62). Aventura, FL: Leadership in International Management (LIM).