

True Team Survey

Select the statement in each of the four areas below that BEST matches what takes place on your team.

Building Block One

- A. Team members are just getting to know each other and are hesitant to express themselves openly. The group's relationships are polite but superficial.
- B. Team members are getting to know each other better, but there's not a sense of unity among them. Stronger individuals speak their mind and others withdraw in silence.
- C. Team members encourage and support one another and have worked through many of their differences. The group is learning how to communicate with each other, but is hesitant to give feedback that may be perceived as negative.
- D. Team members enjoy an openness and honesty with each other that is invigorating. Differences of opinion are freely and frankly discussed in an unguarded manner without others taking offense.

Building Block Two

- A. Team conversations consist of a few individuals dominating the discussion and other members of the group, who don't necessarily agree with the opinions being expressed, remaining silent. The formal leader usually makes final decisions.
- B. Team conversations consist of most everyone having a say on the issues at hand with a handful of key people making the final decision for the group, often outside of formal meeting times.
- C. Team conversations consist of free and open discussion where everyone has an opportunity to speak their mind, even on difficult issues. A final decision is usually made when the group reaches consensus.
- D. Team conversations consist of the formal leader giving direction, mostly one-way, and the team listening and following his/her instructions.

Building Block Three

- A. The team has a growing sense of why it exists and how it will go about getting its work done. Some important goals have even been completed, which has brought a sense of accomplishment to the group.
- B. The team has a clear sense of direction and an intuitive feel of how to go about getting its work done. Goals are set on a regular basis and followed to completion, re-set and followed to completion.
- C. The team is just beginning to understand why it exists and how they are going to go about doing their jobs. Goals are unclear, but hopes are high.
- D. The team often forgets why it exists and how it fits into the big picture of the organization. Team members disagree about what things should be done and pursue goals that move the group in opposite directions.

Building Block Four

- A. All the members of the team feel responsible for the leadership of the group with jobs shared equally among them. The formal leader could step away and the team would continue performing at high levels of productivity.
- B. The formal leader sets the direction for the team and is the person that makes sure everything gets done. Without a formal leader, the group would not function on its own.
- C. Stronger members of the group assert themselves seeking more responsibility and leadership, but others hold back doing little. The formal leader is needed to keep the team on task.
- D. Leadership is beginning to be shared among the group and most everyone takes key responsibilities for the team's success. The team, however, is still dependent on the initiative of the formal leader to get things done.

True Team Scoring Sheet

Circle the number next to the letter you selected on the survey that best describes what takes place on your team.

Building Block One: Personal Trust			
A - 1	B - 2	C - 3	D - 4
Building Block Two: Dialogue and Decision Making			
A - 2	B - 3	C - 4	D - 1
Building Block Three: Strategic Focus			
A - 3	B - 4	C - 1	D - 2
Building Block Four: Mutual Accountability			
A - 4	B - 1	C - 2	D - 3

Place the four numbers circled above in the appropriate boxes below and total them to the right. Read the description of your team that matches the range of totals. What steps does your team need to take to increase its effectiveness?

One	Two	Three	Four	TOTAL
4 - 6	An Emerging Team		Your team may be forming or just beginning to work together. This starting stage feels awkward--new people, new information, and new tasks--but you are optimistic about the possibility of what lies ahead.	
7 - 10	A Growing Team		You're beyond that awkward starting stage of being nice and polite and are beginning to get some things done. But you seem to clash with each other more than you would like and progress on projects comes slowly.	
10 - 13	A Working Team		You have worked together for a while and weathered some storms. Your group has celebrated its share of victories, but your teamwork seems tentative at times and you feel like you could really get more done.	
14 - 16	A True Team		You are a seasoned group of professionals that has faced many battles together and won most of them. In the process you have become good friends. Cherish your teamwork and stay focused as a group.	