

Effectiveness of Team Survey

Provide your candid opinion of this team by rating its characteristics on the five-point scale shown below. Write the appropriate number against each statement to represent your evaluation. Remain anonymous. Return the survey in the envelope provided. The results will be discussed with the whole team. Remember, you are rating your immediate work team.

1	2	3	4	5
Totally disagree	Somewhat disagree	Unsure	Somewhat agree	Totally agree

No.	Statement	Score
1	Goal Clarity: Goals and objectives are clearly understood and accepted by all members.	
2	Participation: Everyone is involved and heard during group discussions. There is no "tyranny of a minority".	
3	Consultation: Team members are consulted on matters concerning them.	
4	Decision Making: The group is both objective and effective at reaching decisions.	
5	Roles & Responsibilities: When action is planned, clear assignments are made and accepted.	
6	Procedures: The team has clear rules, methods and procedures to guide it. There are agreed-to methods for problem solving.	
7	Communications: Communication between members is open and honest. Members listen actively.	
8	Confront Difficulties: Difficult or uncomfortable issues are openly worked through, and conflicts are not avoided.	
9	Openness and Trust: Team members are open in their transactions, and there are no hidden agendas. Members feel free to be candid.	
10	Commitment: Team members are committed to deadlines, meetings and other team activities.	
11	Support: Members pull for and help each other, including when one person makes a mistake.	
12	Risk Taking: Individuals feel they can try new things and risk failure. The team encourages risk taking.	

Continue over page.

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No.	Statement	Score
13	Atmosphere: The team atmosphere is informal, comfortable and relaxed.	
14	Leadership: Leadership roles are shared. The same people do not dominate or control.	
15	Evaluation: The team routinely stops and evaluates how it's doing in order to improve.	
16	Meetings: Meetings are organised, well planned and productive.	
17	Fun: There is an "esprit de corps", or sense of fun, on the team.	
18	Goal Clarity: Goals and objectives are clearly understood and accepted by all members.	