Team Assessment Survey: Six Aspects of a Healthy, Happy, Highly Effective Team

Welcome!

Please rate the following six aspects of your team. Each of the six aspects contains illustrative statements for that area. This should help you and your teammates rate this area with a similar understanding.

After each rating, we ask that you provide a two to three sentence explanation as to why you rated the area the way you did. This provides "color" to the rating and will enable your team to better understand your collective ratings.

Your answers are confidential and anonymous and no one at your company will see your individual responses.

Be totally candid. The level of candor profoundly impacts the usefulness of this assessment.

Be kind. Respond in the spirit and with the motive of helping the team improve.

Candor x Kindness = Radical Candor. That's what we are going for. Everything said and out on the table, yet said in the spirit of enabling the whole team to improve.

Thanks for your participation, and we hope that you find the results useful in your team discussing and mapping out the steps you want to take to become a healthier, happier, and even more effective team.

* 1. Deep Trust: There is a very high degree of trust and psychological safety in our team.

Examples of this are:

- 1. We admit our mistakes and our weaknesses.
- 2. We apologize to one another and mean it.
- 3. We are vulnerable with one another.
- 4. We acknowledge each other's emotions.
- 5. We do not gossip about one another.
- 6. We each feel accepted as a full person "warts and all".
- 7. We are fully inclusive of one another regardless of gender, race, ethnicity, etc.
- 8. We truly and deeply care for and about one another... even when stressed or in conflict.

Never	Rarely	Sometimes	Usually	Always

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1. We point out problems in one another's areas of responsibility. 2. We point out problems in one another's areas of responsibility. 3. We challenge one another about the data and process we use to make decisions. 4. We readily give constructive feedback — positive and negative — to one another. 5. We address poor performers (results and/or behaviors) in our own areas. 6. We challenge one another to address poor performers in our respective areas. 7. We each are highly dependable — we can trust one another to deliver. Never Rarely Sometimes Usually Always In two to three sentences, please explain your rating above regarding "Strong Accountability". 6. Stellar Results: We consistently produce great, balanced, short- and long-term results.	Examples of this are: 1. We point out our counte		y noid one another acco	ountable for behavior	and results.
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xamples of this are:				
1. I find my work meanin	gful and understands how	I contribute.		
2. I feel acknowledged a	nd valued for my contributi	ons.		
3. I feel encouraged and	challenged to grow persor	nally.		
4. I am clear about how	and why our work is makin	g an important, positive imp	act.	
5. We frequently tell stor	ies—a narrative—about wl	hy our work matters.		
6. We frequently tell stor	ies about our people—a na	arrative—of how they contrib	bute.	
Never	Rarely	Sometimes	Usually	Always
two to three senter	ices, please explain y	our rating above regar	ding "Meaningful Impa	ct".