

## 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

☐☐☐☐☐

\* In two to three sentences, please explain your rating above regarding "Deep Trust".

\* **2. Productive Conflict:** We engaged in needed conflict, and we work with it really well.

**Examples of this are:**

1. We are unguarded in sharing our true thoughts and feelings.
2. We "mine for conflict" rather than avoiding it.
3. When conflict arises, we address it straightforwardly.
4. We don't "tear one another down" during conflict.
5. We focus on finding the truth rather than fighting each other.
6. We approach conflict as a means for making better decisions.

Never	Rarely	Sometimes	Usually	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* In two to three sentences, please explain your rating above regarding "Productive Conflict".

\* **3. Solid Commitment:** We are clear and aligned on what's important and on key decisions.

**Examples of this are:**

1. We excel at ensuring we have the structure and clarity needed.
2. We are aligned on direction and priorities... including "the why."
3. We leave our discussions with clear resolutions and actions.
4. We support final decisions even if we initially disagreed.
5. We stick with decisions.
6. We solicit the input from those whose input is needed.
7. We communicate decisions to all who need to know.

Never	Rarely	Sometimes	Usually	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* In two to three sentences, please explain your rating above regarding "Solid Commitment".

\* **4. Strong Accountability:** We unflinchingly hold one another accountable for behavior and results.

Examples of this are:

1. We point out our counterproductive behaviors to one another.
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
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* In two to three sentences, please explain your rating above regarding "Strong Accountability".

\* **5. Stellar Results:** We consistently produce great, balanced, short- and long-term results.

Examples of this are:

1. We consistently produce short-term results with predictability and order.
2. We transform our area proactively to meet future demands and challenges.
3. We make sacrifices in our own areas for the greater good of the team.
4. We place more focus on collective success more than individual achievement.
5. We are highly effective at driving projects and initiatives to successful completion.
6. We produce balanced results--financial, client and employee satisfaction, quality, etc.
7. We have a great reputation for high performance and great culture.

Never	Rarely	Sometimes	Usually	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* In two to three sentences, please explain your rating above regarding "Stellar Results".

**\* 6. Meaningful Impact:** My work feels meaningful, and I feel this team is making an important impact.

**Examples of this are:**

1. I find my work meaningful and understands how I contribute.
2. I feel acknowledged and valued for my contributions.
3. I feel encouraged and challenged to grow personally.
4. I am clear about how and why our work is making an important, positive impact.
5. We frequently tell stories—a narrative—about why our work matters.
6. We frequently tell stories about our people—a narrative—of how they contribute.

Never

Rarely

Sometimes

Usually

Always

☐☐☐☐☐

**\* In two to three sentences, please explain your rating above regarding "Meaningful Impact".**