



## Team Assessment

<b>Objectives &amp; Planning</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	Our team has a common vision/ charter, with clearly defined goals & priorities, deliverables, milestones & resource needs that all team members understand.				
	Our team understands how our goals align with those of the larger corporate organization.				
	We have an effective goal setting process for the Leadership Team & their functional teams.				
<b>Roles &amp; Responsibilities</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	Team members have clearly defined roles and responsibilities.				
	I understand my team's functional goals and how they support the larger organization's charter.				
<b>Performance &amp; Success</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	Our team has a clear understanding of performance targets and measures of success.				
	Our team has an effective process for monitoring its progress on performance objectives.				
	Our team conducts effective meetings that are worthwhile.				
<b>Collaboration &amp; Trust</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	We work well together within our own teams and cross-functionally across the organization.				
	Our team receives the support, information, and cooperation we need from other teams.				
	We have strong trust between team members, as well as with our leader.				
<b>Accountability &amp; Commitment</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	We are each committed to the success of the team and hold ourselves and each other accountable.				
	We have agreements for conducting our work that include performance and behavior standards.				
	We have a strong leadership model that we utilize consistently				

<b>Problem Solving &amp; Decision Making</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	Our team clearly identifies the causes of problems before we implement solutions.				
	We utilize tools and techniques to create innovative solutions to problems.				
	We have a clear and effective decision making process.				
<b>Communication</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	We have good communication between ourselves that is frequent and consistent.				
	We have good communication with and between our functional teams that is frequent and consistent.				
	We have good communication to the larger organization that is frequent and consistent.				
<b>Valuing Differences</b>	<b>Performance Statement</b>	<b>Agree</b>	<b>Disagree</b>	<b>Highly important</b>	<b>Moderately important</b>
	Our team encourages the expression of different points of view				
	Our team acknowledges conflicts and deals with them when they arise				
	We value each other's differences and work styles.				

Please review these eight areas of focus and how you rated them above, and list what you believe should be the **Top 3 Areas of Focus** for the Team at the present time.

- \_\_\_\_\_ **Objectives and Goals**
- \_\_\_\_\_ **Roles and Responsibilities**
- \_\_\_\_\_ **Performance and Success**
- \_\_\_\_\_ **Collaboration and Trust**
- \_\_\_\_\_ **Accountability & Commitment**
- \_\_\_\_\_ **Problem Solving & Decision Making**
- \_\_\_\_\_ **Communication**
- \_\_\_\_\_ **Valuing Differences**

Additional input or feedback: