

TEAM EFFECTIVENESS SURVEY

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TEAM EFFECTIVENESS SURVEY

An easy way to determine if there is alignment and an understanding of expectations between team members is to survey your team. This survey will determine the extent to which *team effectiveness* exists.

Using the 1-5 scale noted below, have each team member answer the 34 questions. Add up the results and discuss with your team. Use these results to stimulate discussion and make positive changes.

1 = strongly disagree, 2 = disagree, 3 = neither, 4 = agree, 5 = strongly agree

		1	2	3	4	5
1.	The purpose of our team is clearly defined.					
2.	Our team has clearly defined performance goals.					
3.	We are effective at resolving problems/issues.					
4.	Disagreement within the team is dealt with openly.					
5.	Our team climate is relaxed and informal.					
6.	Our team effectively prioritizes its tasks.					
7.	Team members listen to each other.					
8.	Our team produces quality results.					
9.	Our team celebrates its successes.					
10.	All team members are fully committed to our team's purpose.					
11.	I have confidence in every team member's ability to meet our performance goals.					
12.	Team decisions are made in relationship to a common goal.					
13.	Different points of view are encouraged.					
14.	There is a positive attitude within the team.					
15.	Work is fairly distributed among team members.					
16.	Team members give feedback freely to each other.					
17.	Our team has a reputation for getting the job done.					

TEAM EFFECTIVENESS SURVEY (Continued)

1 = strongly disagree, 2 = disagree, 3 = neither, 4 = agree, 5 = strongly agree

		1	2	3	4	5
18.	Our team is rewarded for its contributions to the company.					
19.	Our team's purpose is understood by others in the company.					
20.	I am clear about my performance obligations to the team.					
21.	All team members participate in our team decisions.					
22.	Disagreement is used to reach better decisions.					
23.	I feel comfortable being part of the team.					
24.	Our team roles are clearly defined.					
25.	Team members request feedback from each other.					
26.	I am proud of our team's accomplishments.					
27.	Our reward system encourages teamwork.					
28.	We hold ourselves mutually accountable for the success of our team.					
29.	Team members, regardless of individual position, publicly support team decisions.					
30.	There is energy when the team is together.					
31.	Our team works with little wasted time.					
32.	We periodically review our relationships within the team.					
33.	Our team has a sense of urgency in getting results.					
34.	We take advantage of opportunities to give recognition to team members.					
	TOTAL:					

From the book *The Wisdom of Teams, Creating the High-Performance Organization*, by Jon R. Katzenbach and Douglas K. Smith, published in 1993 by McKinsey & Co., Inc.

Save these questions to your hard drive and create your own survey.
Call Performex at (949) 759-1928 if you need help or have interesting results to share.