

TEAM DIAGNOSIS QUESTIONNAIRE

Company:

Team:

Are you the leader of this team? YES NO (delete one)

This questionnaire will only take 6 - 8 minutes of your time. Please answer by reading each statement and then circling the number that you think best describes how the group you are in currently operates.

1 Clear Objective

The task or objective of the group is well understood and accepted by all group members.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

2 Roles and Responsibilities

Group members are clear on what their individual roles are and how they contribute to the objectives of the group.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

3 Team Climate

The atmosphere of the group tends to be relaxed. There are no obvious tensions or signs of boredom.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

4 Participation

There is lots of discussion in which virtually everyone participates. Discussion remains focused on group objectives

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Yes No

5 Listening

Group members listen to each other. Every idea is given a hearing. Members almost never interrupt or prejudge.

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Yes No

6 Conflict

The group is comfortable with disagreement. Differences of opinion are valued. Conflict is always handled positively.

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Yes No

7 Decision Making

Most decisions are consensual. Decisions are never made without consultation with the relevant group members.

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Yes No

8 Communication

Group members feel free to express their feelings on the task and group operation. There is little pussy footing around and few hidden agendas.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Yes No

9 Shared Leadership

While the group has a formal leader, leadership functions shift from time to time depending on the circumstances.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Yes No

10 Productivity

The output of the group is high. Quality is good and the group is always looking to achieve more.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Yes No

11 Self Assessment

Periodically the group always stops to examine how well it is functioning and what may be hindering its effectiveness.

Do you feel that the current performance in this area is restricting the team from reaching its full potential?

Never	Seldom	Some-times	Mostly	Always					
1	2	3	4	5	6	7	8	9	10

Yes No

