

High Performing Team Quiz

This is a quick tool (not validated) that you can use to see where your team is and help you plan actions you may want or need to take as a team leader. This is only a place to start.

Scoring Key:

1 =	Never
2 =	Sometimes
3 =	Most of the time
4 =	Always

Quiz:

Every individual is comfortable & states their opinions & ideas to you & their fellow team members.	1	2	3	4
Conflict is acknowledged & resolved appropriately & timely.	1	2	3	4
Problems solving is approached in a logical, systematic manner.	1	2	3	4
You provide general direction & guidance, but day-to-day activities proceed without your involvement.	1	2	3	4
Everyone clearly knows what his or her individual role & priorities are.	1	2	3	4
The work atmosphere is informal, comfortable and dynamic.	1	2	3	4
Your team members take pride in their achievements and that of the team.	1	2	3	4

Scoring:

- Two or more 1's as answers: your team is probably in the Forming stage, regardless of how long they have been together. They are figuring out what is really going on, what their roles are, and who can do what. Not much work is getting done, though motivation and willingness is high.
- No 1's as answers, but a couple 2's: your team is probably in the Storming stage. People may be leaving – either for real or at least checking out mentally. There is probably a clique or two. It can still be a very pleasant work environment, so don't be fooled by the "storming" name.
- Mostly 3's and 4's with no 1's or 2's as answers: the culture of the team is being formed. "This is how things get done around here." People are beginning to feel productive. Work is getting done, and even more is possible.
- All 4's: congratulations. Great work is happening. The biggest challenge you now face is sustaining this great team.

This is adapted from a tool at <http://www.lindakennedy.org/quiz/01.html>, from Linda Kennedy & Associates.