
BUILD YOUR HIGH-PERFORMING TEAM SYSTEM

Assessment Questions

40 Questions | 8 Dimensions | Scale 1-10
Fully Anonymous | Approximately 20 Minutes

DIMENSIONS

- Trust & Psychological Safety
- Clarity of Purpose & Goals
- Accountability & Ownership
- Communication & Collaboration
- Conflict Resolution
- Decision-Making & Execution
- Leadership & Empowerment
- Cadences & Routines

INSTRUCTIONS

Rate each statement on a scale of 1 to 10, where 1 means Strongly Disagree and 10 means Strongly Agree. Answer based on your actual experience of this team, not how you wish things were or how you think they should be. There are no right or wrong answers. Your responses are completely anonymous.

Trust & Psychological Safety

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

1 I feel safe admitting mistakes on this team.

2 Team members trust each other to follow through on commitments.

3 I can share my honest opinion on this team without holding back.

4 On this team, problems are raised and discussed openly.

5 Team members ask for help when they need it.

Clarity of Purpose & Goals

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

6 I clearly understand our team's priorities.

7 I know exactly how my work contributes to the team's goals.

8 Our team has clear goals that everyone understands.

9 Everyone on this team understands the measures of success for our goals.

10 When priorities change, our team clearly communicates them and their impact on our work.

Accountability & Ownership

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

11 On this team, people follow through on what they say they will do.

12 When someone misses a deadline for a team goal, the team addresses it immediately.

13 When something goes wrong on this team, people focus on fixing the problem instead of blaming individuals.

14 When someone on this team is not performing to expectations, they receive timely coaching.

15 Our team consistently follows through on decisions we make.

Communication & Collaboration

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

16

Team members consistently share their honest thoughts and impressions.

17

Team members listen carefully and attentively to each other.

18

Team members share information that enables their colleagues to be successful.

19

Team members consistently collaborate to achieve shared goals.

20

My perspective is genuinely considered when I share it with the team.

Conflict Resolution

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

21

Disagreements on this team are addressed promptly and directly.

22

On this team, people feel comfortable challenging ideas and assumptions openly.

23

This team consistently finds a way to build consensus after disagreements.

24

This team works through conflict while preserving relationships.

25

This team addresses challenges in a timely way before they escalate.

Decision-Making & Execution

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

26 Our team makes decisions efficiently without getting stuck in endless debate.

27 The team consistently establishes clarity around how decisions will be made.

28 Once decisions are made, the team executes them quickly.

29 This team consistently implements decisions with timely actions.

30 Our team has a clear process for making decisions.

Leadership & Empowerment

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

31

The leader ensures team members have a thorough understanding of the team's priorities.

32

The leader considers team members' competence and confidence when delegating decisions and responsibilities.

33

The leader of this team consistently models the values and behaviors expected of the team.

34

The leader of this team actively removes obstacles so people can do their best work.

35

The leader of this team addresses performance issues directly.

Cadences & Routines

Rate each statement: 1 (Strongly Disagree) to 10 (Strongly Agree)

36

Our team has a shared agreement on how we work together day to day.

37

Our team meetings are consistently productive and efficient.

38

This team effectively adapts plans and priorities in response to changing circumstances.

39

Team and individual commitments are actively monitored to ensure consistent progress against goals.

40

Our team regularly reflects on how we are operating and uses that to improve.