

Team Assessment Survey

This assessment is designed to give a snapshot of key factors impacting organizational performance and quality of your work life. To assess yourself and your organization, please check one answer per question.

1. If our organization were suddenly forced into a painful change of unknown dimension, I'm confident that significant proportions of our workforce would communicate their concerns and seek ways to help.

Strongly Agree Agree Disagree Strongly Disagree

2. I can honestly say that 80% or more of our team communications close immediately in some form.

Strongly Agree Agree Disagree Strongly Disagree

3. I am confident that my organization is not encouraging risk adverse behavior.

Strongly Agree Agree Disagree Strongly Disagree

4. If I were troubled by an impending change, real or rumored, I could safely confide my concerns and seek solutions with my immediate manager or Board.

Strongly Agree Agree Disagree Strongly Disagree

5. Conflict is handled openly and resolved in a timely manner.

Strongly Agree Agree Disagree Strongly Disagree

6. Managers/teams create projects that contain clear goals, plans with specific accountabilities and intermediate milestones for progress.

Strongly Agree Agree Disagree Strongly Disagree

7. Teams within the company consistently create an atmosphere of mutual trust.

Strongly Agree Agree Disagree Strongly Disagree

8. Cross functional communication is efficient and results in few delays.

Strongly Agree Agree Disagree Strongly Disagree

9. Teams cultivate and harvest a "what we can learn" attitude when things do not go as expected.

Strongly Agree Agree Disagree Strongly Disagree

10. I believe that "them and us" dynamics, within our organization and with our customers, cost us less than 2% of our gross revenue.

Strongly Agree Agree Disagree Strongly Disagree

11. The majority of our workforce has a clear sense of direction and priority.

Strongly Agree Agree Disagree Strongly Disagree

12. Our people know that when someone on the team says they are going to do something, they can count on it being done.

Strongly Agree Agree Disagree Strongly Disagree

13. I am reasonably sure that no one on my immediate team harbors resentment or serious unspoken disagreement with me.

Strongly Agree Agree Disagree Strongly Disagree

14. Our senior management fully shares the risks of painful change with the entire organization.

Strongly Agree Agree Disagree Strongly Disagree

15. I consider myself an excellent listener.

Strongly Agree Agree Disagree Strongly Disagree

16. Leadership does a good job of "walking the talk" on key organizational values.

Strongly Agree Agree Disagree Strongly Disagree

17. We do a good job of recognizing both individual and team contributions.

Strongly Agree Agree Disagree Strongly Disagree

18. We do a good job of addressing marginal performance.

Strongly Agree Agree Disagree Strongly Disagree

19. Most projects/orders get done to the customer's satisfaction and on time.

Strongly Agree Agree Disagree Strongly Disagree

20. Team or work group objectives are clearly aligned to the objectives of the whole organization.

Strongly Agree Agree Disagree Strongly Disagree

21. I am aware that this type of assessment represents a 100% positive opportunity for me, for our senior management, for our work force and for our customers.

Strongly Agree Agree Disagree Strongly Disagree