

TEAM EFFECTIVENESS SURVEY

Sample Questions

Our Team Effectiveness Survey combines the team's self-assessment of operations and behaviours with the external perception as assessed by reports, peers and supervisors. It allows for an honest discussion of where the team is operating well and where more emphasis is needed. The questions cover the following six competencies and allow us to provide a detailed diagnosis of overall effectiveness:

Team Role

Putting the microscope over the team's clarity and focus on its stated purpose, focus of activities and time spent together. Questions also cover expectations of leadership behaviours and whether the team effectively models these (their 'shadow').

Sample Question:

Our team's role and leadership function is clear

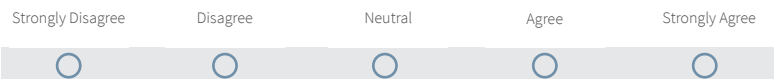


Goal Setting & Performance Management

This section looks at shared goals and whether individual goals are openly visible and aligned. It also provides a view on whether the team is focused only on the output, or whether importance is given to how goals are achieved.

Sample Question:

All team members share measurable, collective goals

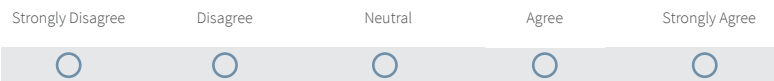


Meeting Structures

How meetings are managed is a large driver of the team's effectiveness in cooperating together and the quality of the decisions it makes. These questions assess the key components – agendas; decision-making; listening; energy and behaviours in general.

Sample Question:

Different styles and opinions are respected and heard

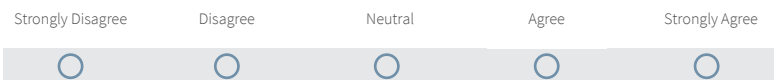


Mutual Support

A sense of collective endeavour is critical to becoming an effective team. The ability to operate with high levels of mutual support, constructive feedback, supportive challenge and collaboration is examined here.

Sample Question:

We have high levels of constructive challenge within the team

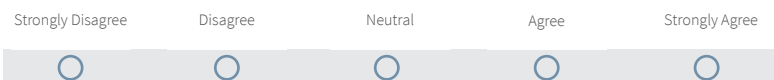


Communication & Energy

Effective communication is central to a team's cohesion and ability to effectively execute the strategic plan. This section assesses how teams communicate, levels of trust and how the team manages its energy.

Sample Question:

We understand the role energy plays in leadership effectiveness



Openness & Accountability

Effective teams, and the individuals in them, are open to new ideas from each other and externally, seek solutions and value action over discussion. We also look here at how individuals assess their own and the collective team's accountability.

Sample Question:

We have a 'growth' mindset, being open to new ideas and learning from any source

