Team Performance Checklist

Please read the statements below. Circle the number that most accurately describes your response to the statement. Use the following key to respond to each statement.

1 disagree 2 disagree to 3 agree to 4 agree
strongly some extent some extent strongly

1. Members are clear about group goals.
   1 2 3 4

2. Members agree with group goals.
   1 2 3 4

3. Groups tasks require us to work together
   1 2 3 4

4. Members are clear about their roles.
   1 2 3 4

5. Members accept their roles
   1 2 3 4

6. Members’ assignments match their abilities.
   1 2 3 4

7. The group leader’s style changes when necessary to meet emerging group needs.
   1 2 3 4

8. The group has an open communication structure that allows all members to participate.
   1 2 3 4

9. The group gets regular feedback about its productivity.
   1 2 3 4
<table>
<thead>
<tr>
<th>1 disagree</th>
<th>2 disagree to</th>
<th>3 agree to</th>
<th>4 agree strongly</th>
<th>some extent</th>
<th>some extent</th>
<th>strongly</th>
</tr>
</thead>
</table>

10. Members give each other constructive feedback.

1 2 3 4

11. The group uses feedback about its effectiveness to make improvements in how it is functioning.

1 2 3 4

12. The group spends time defining and discussing problems it must solve.

1 2 3 4

13. Members spend time planning how they will solve problems and make decisions.

1 2 3 4

14. The group uses effective decision making strategies.

1 2 3 4

15. The group implements its solutions and decisions.

1 2 3 4

16. The group develops methods to evaluate its solutions and decisions.

1 2 3 4

17. The group accepts members who behave differently as long as their behavior is perceived helpful to task accomplishment.

1 2 3 4

18. Group norms encourage high performance, quality and success.

1 2 3 4

19. Group norms encourage innovative solutions.

1 2 3 4

20. Subgroups are accepted and integrated into the group as a whole.

1 2 3 4

http://magicofteams.wordpress.com
1 disagree  2 disagree to  3 agree to  4 agree
            strongly       some extent       some extent       strongly

21. The group contains the smallest number of members necessary to accomplish its goals.

          1  2  3  4

22. The group has been given sufficient time to develop a mature working unit and accomplish its goals.

          1  2  3  4

23. The group is highly cohesive and cooperative.

          1  2  3  4

24. Periods of conflict are frequent but brief.

          1  2  3  4

25. The group uses effective conflict management strategies.

          1  2  3  4

Minimum Score: 25
Maximum Score: 100
Your group’s average score: ________________

What is Your Group’s Stage of Development?

Total Score                      Group’s Stage

85+                               Performing
70-84                             Norming
<70                               Forming* or Storming**

*The group is in Forming Stage if members are tentative, polite and somewhat passive.

**The group is in Storming Stage if members are disagreeing with each other or the leader.