

Team Development Stages Assessment

Directions:

This questionnaire contains statements about teamwork. Next to each question, indicate how often your team displays each behavior by using the following scoring system:

- 1 - Almost never
- 2 - Seldom
- 3 - Occasionally
- 4 - Frequently
- 5 - Almost always

1. _____ We try to have set procedures or protocols to ensure that things are orderly and run smoothly (e.g. minimize interruptions, everyone gets the opportunity to have their say).
2. _____ We are quick to get on with the task on hand and do not spend too much time in the planning stage.
3. _____ Our team feels that we are all in it together and shares responsibilities for the team's success or failure.
4. _____ We have thorough procedures for agreeing on our objectives and planning the way we will perform our tasks.
5. _____ Team members are afraid or do not like to ask others for help.
6. _____ We take our team's goals and objectives literally and assume a shared understanding.
7. _____ The team leader tries to keep order and contributes to the task at hand.
8. _____ We do not have fixed procedures; we are flexible as the task or project progresses.
9. _____ We generate lots of ideals, but we do not use many because we fail to listen to them and reject them without fully understanding them.
10. _____ Team members do not fully trust the other members and closely monitor others who are working on a specific task.
11. _____ The team leader ensures that we follow the procedures, do not argue, do not interrupt, and keep to the point.
12. _____ We enjoy working together; we have a fun and productive time.
13. _____ We have accepted each other as members of the team.

14. _____ The team leader is fair and collaborative.
15. _____ We are trying to define the goal and what tasks need to be accomplished.
16. _____ Many of the team members have their own ideas about the process and personal agendas are rampant.
17. _____ We fully accept each other's strengths and weakness.
18. _____ We assign specific roles to team members (team leader, facilitator, timekeeper, note taker, etc.).
19. _____ We try to achieve harmony by avoiding conflict.
20. _____ The tasks are very different from what we imagined and seem very difficult to accomplish.
21. _____ There are many abstract discussions of the concepts and issues, which make some members impatience with these discussions.
22. _____ We are able to work through group problems.
23. _____ We argue a lot even though we agree on the real issues.
24. _____ The team is often tempted to go above the original scope of the project.
25. _____ We express criticism of others constructively.
26. _____ There is a close attachment to the team.
27. _____ It seems as if little is being accomplished with the project's goals.
28. _____ The goals we have established seem unrealistic.
29. _____ Although we are not fully sure of the project's goals and issues, we are excited and proud to be on the team.
30. _____ We often share personal problems with each other.
31. _____ There is a lot of resisting of the tasks on hand and quality improvement approaches.
32. _____ We get a lot of work done.