



High Performing Team Self–Assessment Survey

0 = Never 1 = Rarely 2 = Often 3 = Almost Always

Q#	Question	Your rating
1	Colleagues speak honestly with each other.	Choose an item.
2	In situations of conflict, colleagues challenge and question each other in the spirit of finding the best solutions.	Choose an item.
3	Colleagues act to promote team success over individual agendas.	Choose an item.
4	Colleagues ask for each other’s perspectives during meetings.	Choose an item.
5	Colleagues passionately debate with each other around ideas and conclusions.	Choose an item.
6	Colleagues regularly admit their errors.	Choose an item.
7	Colleagues speak up when they disagree with others.	Choose an item.
8	Colleagues offer each other constructive feedback.	Choose an item.
9	The team consistently achieves its objectives.	Choose an item.
10	Colleagues speak honestly about their weaknesses with each other.	Choose an item.
11	Colleagues act in alignment around common, espoused team values.	Choose an item.
12	At team meetings difficult issues are prioritised and discussed.	Choose an item.
13	Colleagues ask for support.	Choose an item.
14	Colleagues give extra effort for the team’s benefit.	Choose an item.
15	Colleagues take personal responsibility; to assist the team achieve collective goals.	Choose an item.
16	Colleagues can be relied upon to follow through on commitments.	Choose an item.
17	Colleagues recognise and utilise one another’s strengths and abilities.	Choose an item.
18	Team meetings are forums for robust, healthy discussions hearing diverse views.	Choose an item.
19	Colleagues are committed to team goals and priorities.	Choose an item.
20	Poor performance is addressed by team members, alongside clear expectations for improvement.	Choose an item.



Q#	Question	Your rating
21	Colleagues readily apologise to peers regarding problems in their area of responsibility.	Choose an item.
22	Colleagues readily apologise to one another when this is an appropriate response.	Choose an item.
23	Colleagues end discussions with clear resolutions and action plans.	Choose an item.
24	Colleagues support group consensus decisions even when this wasn't their initial perspective.	Choose an item.
25	The team is known for its high performance.	Choose an item.
26	Colleagues notice and address unproductive behaviours of peers.	Choose an item.
27	All team members choose to maintain agreed standards of excellence.	Choose an item.
28	Colleagues are confident in everyone's commitment to decisions agreed at team meetings.	Choose an item.
29	Colleagues resist the temptation for ego-driven status and their own career aspirations, and rather focus on the team success.	Choose an item.
30	The team makes timely decisions based on collating available and imperfect information.	Choose an item.

Team Assessment Rating Directions

Transfer your ratings from the Team Assessment to the corresponding blanks below. Make sure you transfer the number you assigned each statement to the appropriate blank field.

The Total for each column should automatically populate, once you place your scores in each row. To calculate the average score for each aspect of your team, divide the total score by 6.

Scoring Interpretation:

- High – Average score of 2.5 and above
- Medium – Average score of 1.75 - 2.4
- Low – Average score of 1.74 and below

TRUST	Your Score	CONFLICT	Your Score	COMMITMENT	Your Score	ACCOUNTABILITY	Your Score	RESULTS	Your Score
1		2		11		8		3	
6		4		19		16		9	
10		5		23		20		14	
13		7		24		21		15	
17		12		28		26		25	
22		18		30		27		29	
Total		Total		Total		Total		Total	
Avg Total/6		Avg Total/6		Avg Total/6		Avg Total/6		Avg Total/6	