Team Assessment Survey

You have been working in your teams for several weeks. This is a good time to take stock of what you see as the key challenges facing your team, as well as what you think your team is doing well that you would like to continue. Keep in mind, the objective in providing your feedback is to enhance team effectiveness, so the feedback you provide should be focused on behaviors critical to the team functioning well.   
  
  
The Team Assessment survey has several components. For each team member, you will be asked to provide developmental and positive feedback concerning their performance thus far. In the self-assessment, you will be asked to anticipate what your team members will say about you. You will also be asked your personal evaluations of how well your team is working together.

End of Block: Default Question Block

Start of Block: Self Assessment

Display This Question:

If Relationship = Self

**self\_positive**

Take a moment to anticipate what your team members will say about you when they provide positive feedback. What will they identify as areas that they appreciate about how you have contributed to the team thus far? List two pieces of positive feedback that you anticipate your teammates will provide to you.

* Anticipated Positive Feedback 1 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Anticipated Positive Feedback 2 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Display This Question:

If Relationship = Self

**self\_improvement**

Take a moment to anticipate what your team members will say about you when they provide developmental feedback. What will they identify as areas for you to improve for how you contribute to the team? List two pieces of developmental feedback that you anticipate your teammates will provide to you.

* Anticipated Improvement Feedback 1 (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Anticipated Improvement Feedback 2 (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

End of Block: Self Assessment

Start of Block: Other Assessment

Display This Question:

If Relationship != Self

**positive**

Provide two positive pieces of feedback for ${e://Field/SubjectName}. Indicate what you appreciate about how ${e://Field/SubjectName} has contributed to the team thus far.

* Positive Feedback 1 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Positive Feedback 2 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Display This Question:

If Relationship != Self

**improvement**

Provide two suggestions for developmental (improvement-oriented) feedback for ${e://Field/SubjectName}. Indicate areas for ${e://Field/SubjectName} to improve how they contribute to the team.

* Improvement Feedback 1 (1) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Improvement Feedback 2 (2) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| Page Break |  |

Display This Question:

If Relationship != Self

**recommend**

If a colleague asked you about your experience working with ${e://Field/SubjectName}, how easy would it be for you to offer a positive recommendation based on your experiences working with this person thus far?

* It would be very difficult for me to offer a positive recommendation based on my experiences working with this person. (1)
* I might be able to offer a positive recommendation but it would be a challenge given my experiences working with this person. (2)
* I would probably be able to offer a positive recommendation based on my experiences working with this person. (3)
* It would be easy for me to offer a positive recommendation based on my experiences working with this person. (4)

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Display This Question:

If Relationship != Self

**feedback**

Do you have any additional comments for ${e://Field/SubjectName}?

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**rating**

Please indicate how much or little of the time the person you are rating, ${e://Field/SubjectName}, does the following behaviors.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never does this (1) | Does this a little of the time (2) | Does this a moderate amount (3) | Does this most of the time (4) | Does this all of the time (5) |
| Does his/her share of the work |  |  |  |  |  |
| Can be counted on to deliver results in a timely manner |  |  |  |  |  |
| Follows through on commitments to others |  |  |  |  |  |
| Effectively communicates thoughts and ideas |  |  |  |  |  |
| Carefully checks work for accuracy and quality |  |  |  |  |  |
| Uses his/her skills and knowledge to complete assignments successfully |  |  |  |  |  |
| Treats all team members with respect |  |  |  |  |  |
| Works well with people who have different backgrounds and personalities |  |  |  |  |  |
| Builds and manages relationships with team members effectively |  |  |  |  |  |

End of Block: Other Assessment

Start of Block: TDS

Display This Question:

If Relationship = Self

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**TDS**

Please indicate the degree to which you agree or disagree with each of the statements below about your team.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree   (1) | Disagree  (2) | Neutral (neither agree nor disagree)   (3) | Agree  (4) | Strongly Agree  (5) |
| There is a lot of unpleasantness among members of this team. |  |  |  |  |  |
| The longer we work together as a team, the less well we do. |  |  |  |  |  |
| Working together energizes and uplifts members of our team. |  |  |  |  |  |
| Every time someone attempts to correct a team member whose behavior is not acceptable, things seem to get worse rather than better. |  |  |  |  |  |
| My relations with others on this team are strained. |  |  |  |  |  |
| I very much enjoy talking and working with my teammates. |  |  |  |  |  |
| The chance to get to know my teammates is one of the best parts of working on this team. |  |  |  |  |  |
| I feel a real sense of personal satisfaction when our team does well. |  |  |  |  |  |
| I feel bad and unhappy when our team performs poorly. |  |  |  |  |  |
| My own feelings are not affected one way or the other by how well our team performs. |  |  |  |  |  |
| When our team has done well, I have done well. |  |  |  |  |  |
| I learn a great deal from my work on this team. |  |  |  |  |  |
| My own creativity and initiative are suppressed by this team. |  |  |  |  |  |
| Working on this team stretches my personal knowledge and skills. |  |  |  |  |  |
| I enjoy the kind of work we do in this team. |  |  |  |  |  |
| Working in this team is an exercise in frustration. |  |  |  |  |  |
| Generally speaking, I am very satisfied with this team. |  |  |  |  |  |
| Members of this team are too dissimilar to work together well. |  |  |  |  |  |
| This team does not have a broad enough range of experiences and perspectives to accomplish its purposes. |  |  |  |  |  |
| This team has a nearly ideal “mix” of members—a diverse set of people who bring different perspectives and experiences to the work. |  |  |  |  |  |

End of Block: TDS

Start of Block: Self-Candor

**Self-Candor**

*Instructions*: The next set of questions ask about how you communicated with your team. There are no right or wrong answers to the questions that follow. Indicate your level of agreement or disagreement with each statement.

* Strongly Disagree (1)
* Disagree (2)
* Neither Agree nor Disagree (3)
* Agree (4)
* Strongly Agree (5)

**sc\_1**

I was fully honest with the members of this team.

**sc\_2**

I consistently shared my perspectives with the team.

**sc\_3**

Open communication came easily for me in this team.

**sc\_4**

I shared my candid opinions with the team.

End of Block: Self-Candor

Start of Block: Team Candor Perceptions

**Team-Candor**

*Instructions:* Please indicate the degree to which you agree or disagree with each of the statements below about how your team communicated.

* Strongly Disagree (1)
* Disagree (2)
* Neither Agree nor Disagree (3)
* Agree (4)
* Strongly Agree (5)

**tc\_1**

Members of this team were fully honest with each other.

**tc\_2**

All the members of this team consistently shared their perspectives.

**tc\_3**

Open communication came easily among members of this team.

**tc\_4**

Team members shared their candid opinions with each other.

End of Block: Team Candor Perceptions

**Trust**

Please indicate the degree to which you agree or disagree with each of the statements below about your team.

* Strongly Disagree (1)
* Disagree (2)
* Neither Agree nor Disagree (3)
* Agree (4)
* Strongly Agree (5)

**trust\_1**

I trust my team members.

**trust\_2**

I am able to count on my team members for help if I have difficulties with our work.

**work\_again**

If given the choice, would you want to work in this team again in the future?

* Yes, I definitely would (5)
* Probably, I would lean toward saying yes (4)
* Maybe, I would consider it but I'm not sure (3)
* Probably not, I would lean toward saying no (2)
* No, I definitely would not (1)