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Survey Results

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Congratulations! The members of your team have indicated that you were a highly effective team member. Keep up the good work!

Contributing to the Team's Work

How Your Teammates Rated You Average Rating for You and Your Team Description of Rating Description of Rating

Research suggests the following behaviors will improve your ratings in this area:

- Do a fair share of the team's work.
- Fulfill your responsibilities to the team.
- · Come to team meetings prepared.
- · Complete your work in a timely manner.
- Do work that is complete and accurate.
- Make important contributions to the team's final product.
- · Keep trying when faced with difficult situations.
- Offer to help teammates when it is appropriate.

Interacting with Teammates

11000	v Your Teammates Rated You
	Average Rating for You and Your Team
	Description of Rating
	 Asks for and shows an interest in teammates' ideas and contributions. Makes sure teammates stay informed and understand each other.

• Provides encouragement or enthusiasm to the team. Asks teammates for feedback and uses their suggestions to improve.

Demonstrates behaviors described immediately above and below.

- · Listens to teammates and respects their contributions.
- Communicates clearly. Shares information with teammates.
- Participates fully in team activities.
- Respects and responds to feedback from teammates.

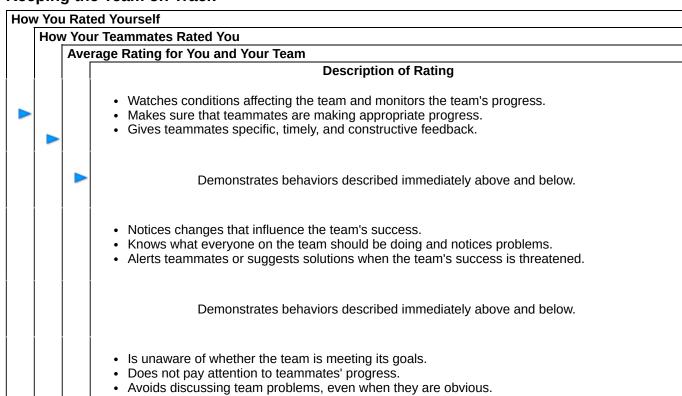
Demonstrates behaviors described immediately above and below.

- Interrupts, ignores, bosses, or makes fun of teammates.
- Takes actions that affect teammates without their input. Does not share information.
- Complains, makes excuses, or does not interact with teammates.
- Is defensive. Will not accept help or advice from teammates.

Research suggests the following behaviors will improve your ratings in this area:

- · Communicate effectively.
- Facilitate effective communication in the team.
- Exchange information with teammates in a timely manner.
- · Provide encouragement to other team members.
- · Express enthusiasm about working as a team.
- Hear what teammates have to say about issues that affect the team.
- · Get team input on important matters before going ahead.
- Accept feedback about strengths and weaknesses from teammates.
- Use teammates' feedback to improve performance.
- · Let other team members help when it is necessary.

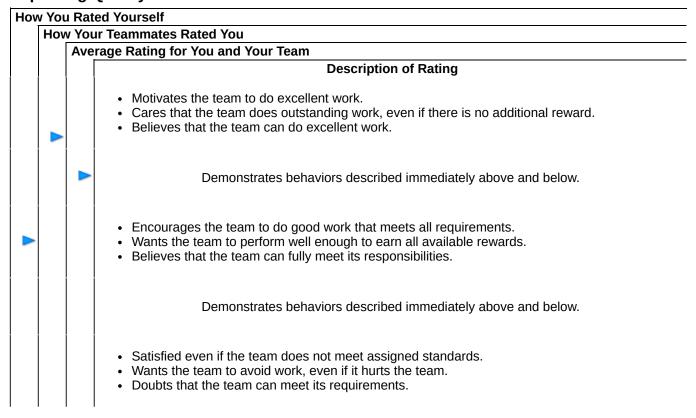
Keeping the Team on Track



Research suggests the following behaviors will improve your ratings in this area:

- Stay aware of fellow team members' progress.
- Assess whether the team is making progress as expected.
- Stay aware of external factors that influence team performance.
- Provide constructive feedback to others on the team.
- · Motivate others on the team to do their best.
- Make sure that everyone on the team understands important information.
- · Help the team to plan and organize its work.

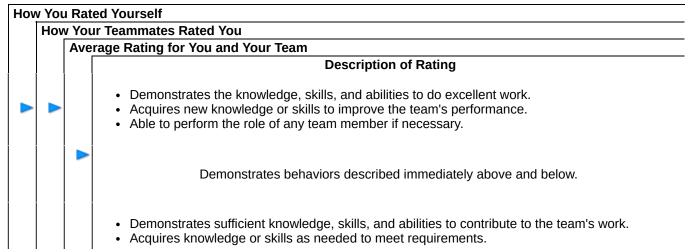
Expecting Quality



Research suggests the following behaviors will improve your ratings in this area:

- · Expect the team to succeed.
- Believe that the team can produce high-quality work.
- Believe that the team should achieve high standards.
- Care that the team produces high-quality work.

Having Related Knowledge, Skills, and Abilities



	Able to perform some of the tasks normally done by other team members.
	Demonstrates behaviors described immediately above and below.
	 Missing basic qualifications needed to be a member of the team. Unable or unwilling to develop knowledge or skills to contribute to the team. Unable to perform any of the duties of other team members.

Research suggests the following behaviors will improve your ratings in this area:

- Have the skills and expertise to do excellent work.
- Have enough knowledge of teammates' jobs to be able to fill in if necessary.
- Have skills and abilities that other team members lacked.
- Be willing to develop new expertise to benefit the team.

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