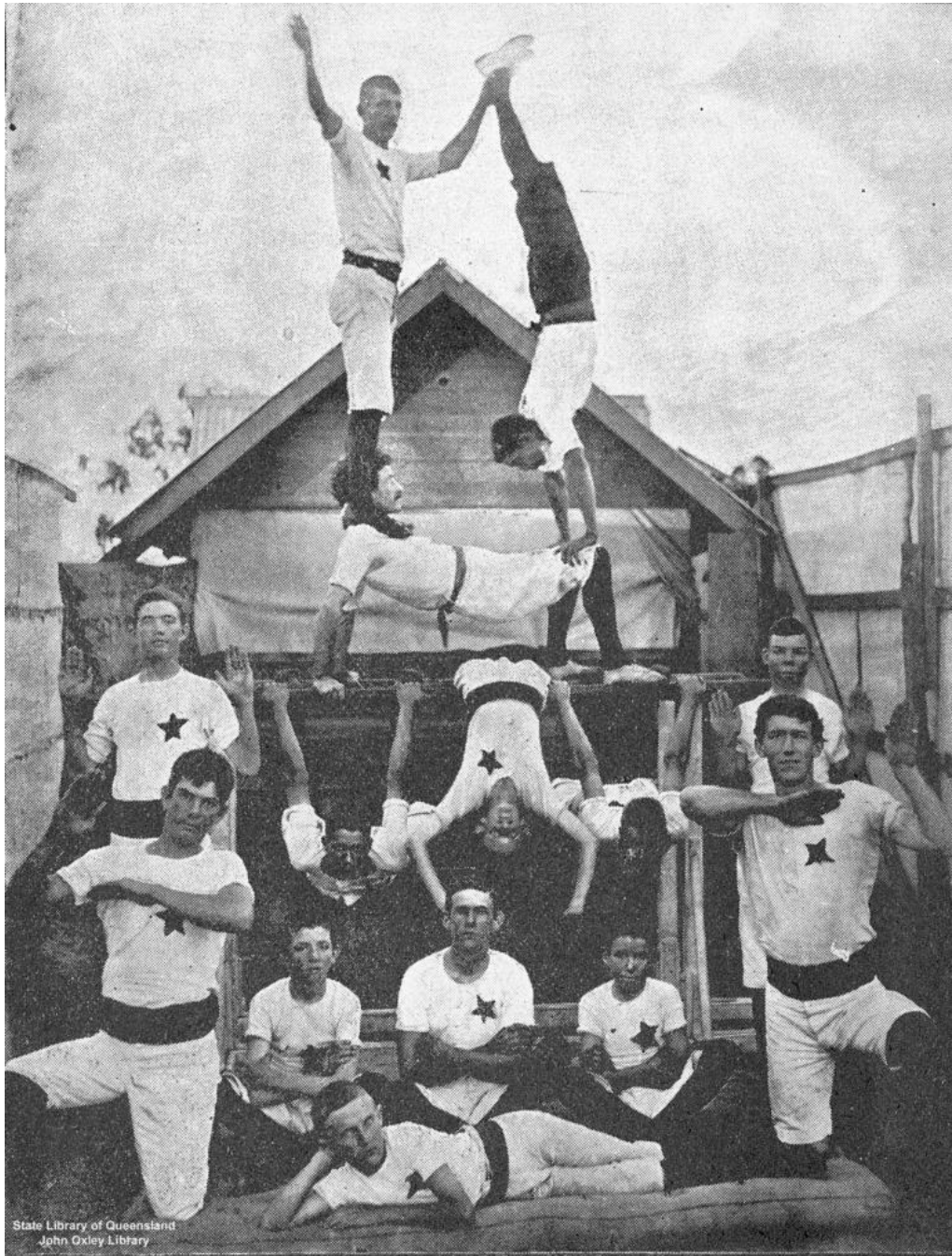


# How Does Your Team Stack Up?

A 15-Point Inspection of Your Team's Health



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This simple assessment is designed to serve as a “checkup” for your team and their ability to perform and stay competitive in the modern marketplace. This brief survey will help you identify what your team does well—and what could be getting in the way of their success. Your candid responses to the following questions will give you new perspective, helping you to determine which areas your team need some work before it can become a high performing team. Please answer the questions below as they relate to your own experiences and interactions with the team, placing an “x” in the box that corresponds with the number that describes your team best for each question posed. Please use the scale below as a guide:

## Rating Scale

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Agree
- 4 = Strongly Agree

	1	2	3	4
1. <b>Results</b> — The team has clearly defined outcomes it wants to achieve, metrics to measure people’s progress, and a history of delivering superior results for its customers, owners, and stakeholders. When challenges inevitably arise, this team can step up and respond to them immediately.				
2. <b>Mission and Vision</b> — The team is clear about its core purpose and has established its vision, priorities, and aspirations for the future.				
3. <b>Strategies</b> — The team has defined the strategies it needs to adapt to future changes, opportunities, and threats. These plans have been communicated to and are understood by the team’s members.				
4. <b>Processes</b> — The team operates like a “well-oiled machine”; work flows efficiently, processes and standards are clearly defined, and members consistently follow and support effective work practices.				

5. <b>Resources</b> — The team is equipped with the right technology, tools, and facilities team members need to be successful.				
6. <b>Investment</b> — The team has access to financial resources, and there is a willingness to invest in the team so that its mission and strategies can be fulfilled.				
7. <b>Talent</b> — The team is capable of achieving outstanding performance because it’s members have the right frame of mind, skills, and experience.				
8. <b>Beliefs/Values</b> — Members of the team share a common mentality, a strong set of underlying beliefs or codes of conduct that guide the actions and choices of its members to support the execution of key team results.				
9. <b>Leadership</b> — Leaders on the team have the skills, willingness, and time they need to lead, coach, and develop the talents of its members. They empower and inspire people to do the things the team needs in order to excel.				
10. <b>Roles</b> — People on the team understand and fulfill their responsibilities and job expectations. They have specific performance objectives and know what it takes to contribute value to the team.				
11. <b>Engagement</b> — Members of the team are motivated, committed, loyal, and passionate about their work. The tangible and intangible rewards offered by the team produce an optimistic, “can-do” spirit.				
12. <b>Teamwork</b> — A strong sense of camaraderie permeates the team because barriers and silos are rare. Members of the team trust and support one another. They are skillful at working through conflict, they share credit for success, and they collaborate to solve problems both within the group and between individuals.				
13. <b>Communication</b> — Information is shared freely in the team. Because communication is open, honest, and flows two ways, people are free to speak up, say what they think, and constructively debate key issues.				
14. <b>Innovation</b> — People on the team are encouraged to exercise their creativity, ingenuity, and initiative to improve products, services, and processes. People feel safe taking risks; experiments, failures, and setbacks are treated as learning experiences and opportunities to discover new ideas.				

15. <b>Team Members</b> — Members of the team feel valued, respected, and appropriately recognized by their leader for the work that they do.				
<b>Totals</b>				

When you have finished, add up the number of “x”s in each column and multiply that number by the column’s value. Add up your totals to find your grand total points and look for that number in the table below.

**Team Rating Scale**

**Total Points**

Cold	Cool	Warm	Hot
<b>0-16 Total Points</b>	<b>17-29 Total Points</b>	<b>30-45 Total Points</b>	<b>45-60 Total Points</b>
The team needs some quick attention to key areas. It currently does not stack up well against the competition and is vulnerable and exposed.	The team has insight into its identity but needs to focus on building additional capacity and strengths in multiple areas.	This team has a sustained level of effectiveness and is focused on driving performance in the right areas. Keep moving forward.	This team is well organized and is structured to take advantage of long term strategic opportunities. Don’t become complacent.

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*If you engage people on a vital, important level, they will respond.*  
 – Edward Bond



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**E**ffectiveness

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