

TEAM ASSESSMENT

Directions: Rate your team or organization on each pillar using a scale of 1-10 (1 = never 10 = always).

Clarity: *How often do we...*

- Talk about the vision, mission, and values?
- Work to resolve different opinions/conflict as soon as possible?
- Clearly communicate/understand objectives and performance expectations?
- Keep focused on key priorities?
- Encourage an environment in which people feel free to offer input?
- TOTAL

Compassion: *How often do we...*

- Demonstrate empathy and sincere care for others?
- Listen to diverse ideas with an open mind?
- Express appreciation to others for their contributions?
- Respond quickly to resolve problems?
- Use honest mistakes as learning opportunities?
- TOTAL

Character: *How often do we...*

- Exhibit honesty?
- Act with integrity?
- Keep confidential information confidential?
- Exhibit trustworthiness?
- Accept responsibility for mistakes?
- TOTAL

Competency: *How often do we...*

- Meet expectations when completing job responsibilities?
- Exhibit dependability by doing what was agreed on?
- Demonstrate continuous learning to improve performance ability?
- Perform high quality work?
- Seek ways to improve personal and organizational effectiveness?
- TOTAL

Commitment: *How often do we...*

- Demonstrate a willingness to do whatever needs to be done?
- Exhibit a volunteering spirit, when possible?
- Work to ensure the success of the greater whole?
- Keep promises and commitments?
- Actively support the decisions made from a higher level, when possible?
- TOTAL

Connection: *How often do we...*

- Appreciate others as equal team members to the success of the organization?
- Encourage individuals to constructively challenge ideas/status quo?
- Empower individuals to act independently?
- Strive to reach win/win agreements?
- Foster a collaborative environment that seeks and uses input from others?
- TOTAL

Contribution: *How often do we...*

- Deliver desired results?
- Strive to help individuals be successful?
- Identify processes that can be improved?
- Use time to focus on higher priority activities?
- Deliver above and beyond what is expected?
- TOTAL

Consistency: *How often do we...*

- Act and deliver on the most important tasks and goals?
- Keep the same level of quality in every project?
- Act in a manner consistent with the organization's vision, mission, and values?
- Deal with people in a fair, consistent manner?
- Set high standards of performance for self and others?
- TOTAL