

The Five Dysfunctions of a Team

Team Assessment

Instructions: Use the scale below to indicate how each statement applies to your team. Be sure to evaluate the statements honestly and without overthinking your answers.

3 = Usually

2 = Sometimes

1 = Rarely

- _____ 1. Team members are passionate and unguarded in their discussion of issues.
- _____ 2. Team members call out one another's deficiencies or unproductive behaviors.
- _____ 3. Team members know what their peers are working on and how they contribute to the collective good of the team.
- _____ 4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
- _____ 5. Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team.
- _____ 6. Team members openly admit their weaknesses and mistakes.
- _____ 7. Team meetings are compelling and not boring.
- _____ 8. Team members leave meetings confident that their peers are completely committed to the decisions agreed upon during the meeting, even if there was initial disagreement.
- _____ 9. Morale is significantly affected by the failure to achieve team goals.
- _____ 10. During team meetings, the most important and most difficult issues are put on the table to be resolved.
- _____ 11. Team members are deeply concerned about the prospect of letting down their peers.
- _____ 12. Team members know about one another's personal lives and are comfortable discussing them.
- _____ 13. Team members end discussions with clear and specific resolutions and calls to action.
- _____ 14. Team members challenge one another about their plans and approaches.
- _____ 15. Team members are slow to seek credit for their own contributions but quick to point out those of others.

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Scoring

Combine your scores for the 15 statements as indicated below.

Dysfunction 1: <i>Absence of Trust</i>	Dysfunction 2: <i>Fear of Conflict</i>	Dysfunction 3: <i>Lack of Commitment</i>	Dysfunction 4: <i>Avoidance of Accountability</i>	Dysfunction 5: <i>Inattention to Results</i>
Statement 4____ Statement 6____ Statement 12____	Statement 1____ Statement 7____ Statement 10____	Statement 3____ Statement 8____ Statement 13____	Statement 2____ Statement 11____ Statement 14____	Statement 5____ Statement 9____ Statement 15____
Total:	Total:	Total:	Total:	Total:

A score of 8 or 9 is a probable indication that the Dysfunction is not a problem for your team.

A score of 6 or 7 indicates that the Dysfunction could be a problem.

A score of 3-5 is an indication that the Dysfunction needs to be addressed.

- * Visit our website at www.tablegroup.com to learn more about our on-line Team Assessment. This Assessment provides a more rigorous analysis of a team's unique strengths and weaknesses, and specific recommendations for overcoming potential team dysfunction.