**Instructions:** Use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over-thinking your answers.

***Scale:***  *5 = Strongly Agree 4 = Agree 3 = Neutral 2 = Disagree 1 = Strongly Disagree*

|  |  |  |
| --- | --- | --- |
| 1. The team’s charter is clear, and all know why they are together. |  |  |
| 1. Individuals do not test boundaries. |  |  |
| 1. Members have a sense of belonging on the team. |  |  |
| 1. The team is goal-oriented and works together towards the same goal. |  |  |
| 1. The project’s completion is thoughtfully planned. |  |  |
| 1. Team members have been introduced. |  |  |
| 1. There are no subgroups or cliques on the team. |  |  |
| 1. Each member knows how he/she can contribute to success. |  |  |
| 1. Team members are comfortable in covering for each other, or picking up the “slack.” |  |  |
| 1. The team’s recommendations were fully implemented. |  |  |
| 1. It is understood who the team leader is. |  |  |
| 1. Members gladly assume responsibility for tasks. |  |  |
| 1. Members strive for “win/win” rather than “I gotcha.” |  |  |
| 1. Members identify with the team – and are proud of it. |  |  |
| 1. Recognition for the team’s effort was appropriate to the scope and outcomes. |  |  |
| 1. The skills on the team are appropriate. |  |  |
| 1. We critique ideas and not each other. |  |  |
| 1. Members are not afraid to provide constructive feedback to each other. |  |  |
| 1. Steady process is made at every meeting. |  |  |
| 1. Team members feel confident that more challenges can be successfully undertaken. |  |  |
| 1. The project clearly has leadership or sponsor support. |  |  |
| 1. Discussions are stimulating and constructive. |  |  |
| 1. The team is not afraid to try different approaches. |  |  |
| 1. All members share a sense of accomplishment. |  |  |
| 1. Team members will reflect on this team as a rewarding experience. |  |  |

Combine your scores for the statements above as indicated on the next page.

**Scoring Matrix**

Combine your scores for the preceding statements as indicated below:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FORM** | | **STORM** | | **NORM** | | **PERFORM** | | **ADJOURN** | |
| Statement 1: |  | Statement 2: |  | Statement 3: |  | Statement 4: |  | Statement 5: |  |
| Statement 6: |  | Statement 7: |  | Statement 8: |  | Statement 9: |  | Statement 10: |  |
| Statement 11: |  | Statement 12: |  | Statement 13: |  | Statement 14: |  | Statement 15: |  |
| Statement 16: |  | Statement 17: |  | Statement 18 |  | Statement 19: |  | Statement 20: |  |
| Statement 21: |  | Statement 22: |  | Statement 23: |  | Statement 24: |  | Statement 25: |  |
|  |  |  |  |  |  |  |  |  |  |
| **Total:** |  | **Total:** |  | **Total:** |  | **Total:** |  | **Total:** |  |

A score of 20-25 in any stage is a probable indication that significant problems do not exist.

A score of 12-19 indicates that specific problems need to be addressed.

A score of 0-11 is probably an indication that the team’s charter and composition need to be addressed.

Regardless of your scores, it is important to keep in mind that every team needs constant work because without it, even the best one can regress and fail to achieve its mission.

Remember:

**T**ogether

**E**veryone

**A**chieves

**M**ore

***Note****: The assessment can be conducted several ways. One effective approach is for each member to complete it, then discuss the scores as a group. This method can quickly reveal issues that can be addressed and used as a basis for developing team rules of conduct.*