



TEAM HEALTH CHECK

6 areas to explore to help teams review their effectiveness

Use the descriptions below to score your personal assessment of the way your team is working. It would also help to rate each item on a 5-point scale in terms of how well the team meets each specific description.

1. **Purpose/Direction**

- 1.1. The team has a clear mission/purpose, known by all team members.
- 1.2. The team has a vision and success criteria which are challenging and meaningful.
- 1.3. The team understands how the work of the team fits into the larger picture.

2. **Team Leadership**

- 2.1. Leaders balance appropriate direction with support and openness
- 2.2. Leaders discuss key issues with the team
- 2.3. Leaders delegate responsibility and leadership to individuals in their area of expertise

3. **Understanding Differences**

- 3.1. Team members understand what their roles are, and where these overlap with other team members
- 3.2. Team members are clear about what is expected of them individually by the rest of the team
- 3.3. Team members are clear about what individual strengths each team member of the team brings

4. **Processes**

- 4.1. Team meetings are effective
- 4.2. The team has found and implemented better ways of working
- 4.3. The team has an efficient process to solve problems and take decisions
- 4.4. The team has sufficient resources (people, money, time) to do its work

5. **Communication**

- 5.1. Everyone feels their ideas and input are listened to by the rest of the team
- 5.2. Differences and conflicts are resolved openly and constructively
- 5.3. Members' interaction is open and honest

6. **Relationship**

- 6.1. The team's different experiences, skills and gifts are accepted and used
- 6.2. There is trust and openness between team members
- 6.3. New members feel valued and quickly become productive members of the team
- 6.4. The team takes responsibility for its successes and failures, and avoids blaming other people or groups