

Team Effectiveness Form

Key
SD = Strongly Disagree
D = Disagree
U = Uncertain
A = Agree
SA = Strongly Agree

You will gain some general idea of the areas in which you feel your team is doing well and not so well, by completing this form.

The form deliberately avoids allocating scores to each 'Criteria', as this is often a subjective means of rating 'effectiveness'. A glance down the columns will indicate aspects which your team may need to discuss.

Criteria	SD	D	U	A	SA
Sense of Purpose & Commitment					
1. We have a clear understanding of our goals.					
2. We know our priorities.					
3. All team members are committed to our goals.					
Team Processes					
4. We have effective communication processes.					
5. We have effective problem solving processes.					
6. We have effective decision making processes.					
7. We have efficient individual accountability processes.					
Performance Processes					
8. We have effective processes for tracking individual performance.					
9. We have effective processes for rewarding good work.					
Team Members					
10. Team members respect and listen to each other.					
11. Team members deal with conflict constructively.					
12. Team members actively participate in managing our project.					
Creativity					
13. We encourage divergent ideas.					
14. We utilise the creative talents of individual members.					
15. We brainstorm ideas together.					
Interpersonal Relationships					
16. I trust the members of my team.					
17. We are supportive of each other.					
18. Team members contribute equally.					
19. We are a cohesive team.					
Satisfaction					
20. I enjoy working with this team.					

* source: adapted from Christensen Hughes, J. 'Tools and techniques for enhancing the quality and effectiveness of student teams', in 'Quality conversations : 2002 annual international conference of the Higher Education Research and Development Society of Australasia 7-10 July, Perth, Western Australia' edited by A Goody, J Herrington and M Northcote, pages 114-118. Jamieson Centre ACT: HERDSA