

B.A.S.I.C.S. Team Assessment Grid

Identifying Strengths and Development Opportunities

How to Use This Tool

- Step 1:** List each team member in the left column
- Step 2:** Rate each person on the 6 B.A.S.I.C.S. elements using the scale below
- Step 3:** Identify patterns and development priorities
- Step 4:** Create action plans based on your findings

Rating Scale

1	2	3	4	5
Low	Developing	Competent	Strong	Exceptional

Team Member	Belief	Authen.	Service	Initiative	Curiosity	Systems	Development Priority
Example: Sarah	4	5	5	3	4	2	Build Systems
_____	___	___	___	___	___	___	_____
_____	___	___	___	___	___	___	_____
_____	___	___	___	___	___	___	_____
_____	___	___	___	___	___	___	_____
_____	___	___	___	___	___	___	_____
_____	___	___	___	___	___	___	_____
_____	___	___	___	___	___	___	_____

Development Planning Questions

1

Which B.A.S.I.C.S. elements are strongest on your team?

2

Which elements need the most development?

3

Who could mentor others in their strong areas?

4

What specific actions will you take to develop weak areas?

Next Steps: Building on Your Assessment



Create Development Partnerships

Pair team members with complementary strengths. Someone strong in Systems can mentor someone strong in Curiosity for mutual growth.



Focus on the Middle 60%

Your greatest ROI comes from developing those scoring 2-3. They have the most potential for growth and impact.



One Element at a Time

Don't try to develop everything at once. Choose one B.A.S.I.C.S. element per quarter for focused improvement.



Celebrate Progress

Recognize improvements, not just high scores. Someone moving from 2 to 3 deserves as much recognition as someone maintaining a 5.

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Great teams are built by understanding individual strengths