

Team Performance & Execution Readiness Assessment

Identify key roadblocks slowing your team down and discover the best strategy to improve execution.

Introduction & Instructions

In fast-moving environments, **team dynamics and cross-functional collaboration** can either **drive execution forward** or **create bottlenecks that slow progress**. This assessment will help you pinpoint:

- ✓ Where execution is breaking down
- ✓ How effectively your team collaborates across functions
- ✓ What steps you can take to improve speed, accountability, and alignment

How This Works:

- ✓ **Answer 17 multiple-choice questions** about your team's structure, execution speed, leadership style, and stakeholder alignment.
- ✓ Your responses will be **scored automatically** to determine the **urgency level** of your execution challenges.
- ✓ At the end, you'll receive a **recommended solution** based on your team's needs.

Instructions:

- Select the option that **best reflects your current situation**.
- If multiple options apply, **choose the one that happens most frequently**.
- Be honest—this will help you get **the most accurate recommendation**.

👉 **Estimated Time to Complete: 3-5 minutes**

📧 Next Steps:

Once you complete the assessment, you'll receive a **recommended next step** (e.g., a cross-functional execution sprint, a leadership alignment session, or a team diagnostic).

Section 1: Team & Structure

Understanding the team's makeup & dependencies

1. **How big is the team experiencing execution challenges?**
 - ☐ 2-5 people
 - ☐ 6-15 people
 - ☐ 16-30 people
 - ☐ 30+ people
2. **Where is the team located?** *(Check all that apply)*
 - ☐ Single office
 - ☐ Multiple offices, same time zone
 - ☐ Multiple offices, different time zones
 - ☐ Fully remote
 - ☐ Hybrid mix
3. **What is the average tenure of the team members with the company?**
 - ☐ Less than 1 year
 - ☐ 1-3 years
 - ☐ 4-7 years
 - ☐ 8+ years
4. **How experienced is the team in the biotech industry?**
 - ☐ Mostly new to biotech
 - ☐ Mixed (some veterans, some from other industries)
 - ☐ Highly experienced in biotech
5. **Who does your team primarily serve?** *(Check all that apply.)*
 - ☐ Internal stakeholders (finance, R&D, commercial, etc.)
 - ☐ External customers/partners
 - ☐ Both internal and external stakeholders
6. **How often does your team depend on other teams to complete work?**
 - ☐ Rarely—most work is self-contained
 - ☐ Occasionally—some dependencies, but manageable
 - ☐ Frequently—our work is heavily reliant on others
 - ☐ Constantly—nothing moves forward without coordination

Section 2: Current Execution Challenges

Identifying bottlenecks slowing the team down

7. **What is the primary execution challenge the team is facing?** *(Select the biggest concern.)*
 - ☐ Speed—things are moving too slowly
 - ☐ Decision-making bottlenecks—unclear ownership or approvals
 - ☐ Lack of accountability—team members not stepping up
 - ☐ Change resistance—hesitation to adopt new ways of working
 - ☐ Misalignment—teams or departments working in silos
 8. **Where do you see the biggest slowdowns?** *(Check all that apply.)*
 - ☐ Leaders are not making decisions quickly enough
 - ☐ Too much back-and-forth before actions are taken
 - ☐ Team members are waiting for direction instead of taking initiative
 - ☐ There's a lack of clarity on roles, responsibilities, or priorities
 - ☐ Different teams aren't aligned, causing delays and miscommunication
 9. **How often do you personally have to step in to push things forward?**
 - ☐ Almost never—the team runs smoothly
 - ☐ Occasionally, but it's not a major issue
 - ☐ Frequently, I feel like I'm constantly following up
 - ☐ All the time—I'm the only one ensuring things get done
 10. **What happens when priorities shift or new initiatives are introduced?**
 - ☐ The team adapts quickly and executes efficiently
 - ☐ There's some resistance, but we adjust in time
 - ☐ Execution slows significantly while people adjust
 - ☐ The team struggles with change, and things get stuck
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Section 3: Cross-Functional Execution & Stakeholders

Understanding alignment across teams

11. **What is the biggest execution challenge when working across teams?** *(Select the top issue.)*
- ☐ Slow decision-making across functions
 - ☐ Lack of clarity on roles & ownership
 - ☐ Misaligned priorities between teams
 - ☐ Poor communication & information flow
12. **How often do delays come from misalignment with internal stakeholders?**
- ☐ Rarely—our stakeholders are well-coordinated
 - ☐ Sometimes—there are occasional miscommunications
 - ☐ Frequently—alignment is a challenge
 - ☐ Constantly—stakeholder friction is a major barrier
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Section 4: Leadership & Culture Factors

Understanding leadership effectiveness

13. **Who leads the team day to day?** *(Check all that apply.)*
- ☐ C-level executives
 - ☐ Senior functional leaders (VPs, Directors)
 - ☐ Mid-level managers
 - ☐ Team leads or project managers
14. **How would you describe the leadership style of the team's managers?** *(Select the best match.)*
- ☐ Hands-off—leaders expect the team to self-manage
 - ☐ Collaborative—leaders guide but expect shared decision-making
 - ☐ Directive—leaders give clear instructions and expect execution
 - ☐ Micromanaging—leaders are too involved in daily tasks
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Section 5: Desired Outcomes & Next Steps

Clarifying what success looks like

15. **What's the most important outcome you want from improving team dynamics?** *(Select your top priority.)*
- ☐ Faster execution—decisions and actions happening quickly
 - ☐ Stronger accountability—people stepping up without being pushed
 - ☐ Clearer roles and responsibilities—less confusion and hesitation
 - ☐ Better collaboration—teams working together seamlessly
 - ☐ More openness to change—faster adoption of new processes
16. **What kind of support would be most helpful right now?** *(Check all that apply.)*
- ☐ A short, high-impact session to create quick wins
 - ☐ A deeper leadership development approach for key team members
 - ☐ A structured assessment to diagnose execution gaps
 - ☐ An ongoing coaching or advisory partnership
17. **How quickly do you want to see results?**
- ☐ Immediately—within a few weeks
 - ☐ In the next 1-3 months
 - ☐ Over the next 6 months
 - ☐ Long-term, sustained improvement

Final Self-Reflection Question (Optional)

💡 *What's one specific challenge or frustration you'd like to solve immediately?*

✍️ **Your response:** _____