



## DAVID CLUTTERBUCK'S SNAPSHOT ASSESSMENT

### IS THIS A REAL TEAM?

The statements below are what Clutterbuck and many team coaches he has trained use as an opportunity for collective dialogue that eventually logically leads to the question how much of a team do you want and need to be?

	<b>In my experience and observation with this team...</b>	<b>Score (1-10)</b>	<b>Confidence in this Score (1-5)</b>
1	We have a clear and shared understanding of what we are trying to achieve together.		
2	We have a clear and shared understanding of the priorities.		
3	We frequently put collective priorities ahead of individual priorities.		
4	We have confidence in each other's competence in their role.		
5	We have a strong store of goodwill towards each other.		
6	We have genuinely open dialogue about difficult topics.		
7	We have well understood norms of behavior to manage conflict.		
8	We challenge our assumptions regularly.		
9	We have a high degree of interdependency.		
10	We are mutually accountable for the team's performance.		
11	We are very clear about who is in the team and who is not.		
12	We derive a sense of value from our collective achievements.		
13	We allow leadership to shift in line within individual expertise.		
14	We measure progress against collective goals.		
15	We take responsibility for both our own and each other's continuous development.		
	Total:		

Extracted from Clutterbuck, David. Coaching the Team at Work, 2020, pg. 34.