



MANAGEMENT TEAM ASSESSMENT

Instructions: Please think of how you have personally observed your management team working, thinking of all the members as a collective team. Based on your observations and impressions, please score the occurrence of the following behaviors in your management team by giving zero points for “rarely,” one point for “usually,” and two points for “always.”

How often do your management team members:

	0	1	2
1. (Re)establish clarity on roles and responsibilities?			
2. Ensure that their individual objectives are not conflicting?			
3. Communicate with sincerity and humility?			
4. Listen for value in what others say?			
5. Seek others’ ideas and feedback?			
6. Offer candid and constructive feedback to team members?			
7. Ask their peers for help?			
8. Offer to help their peers?			
9. Help their peers play at their best?			
10. Jump in to help solve problems?			
11. Propose new ideas and initiatives?			
12. Dare to experiment outside of their comfort zones?			
13. Learn from mistakes?			
14. Demonstrate full accountability despite challenges?			
15. Place the team’s interest ahead of their own?			
16. Trust their peers to have the team’s best interest at heart?			
17. Engage in conflict without personal bias and work out win-win solutions?			
18. Bring up and discuss thorny issues until resolution, however uncomfortable that may be?			
19. Praise others’ success?			
20. Celebrate the team’s accomplishments?			

Total Score: _____

A total score above 34 = don’t change a thing and congratulations.

A total score of 27 – 34 = good job, but you can still hone-in on some improvements.

A total score below 27 = your team members’ behaviors and relationships must improve.