

# LEADERSHIP TEAM EFFECTIVENESS SURVEY

Please Put an X on one response only for each statement							
1	2	3	4	5	6	7	8
Strongly Disagree	Disagree	Moderately Disagree	Slightly Disagree	Slightly Agree	Moderately Agree	Agree	Strongly Agree

Put an X next to each statement to indicate the degree to which you agree or disagree.

## 1. Clarity of Purpose and Goals

	1	2	3	4	5	6	7	8
The team has a clearly defined and compelling purpose.								
We are all clear on the top goals for the team.								
The role and purpose of the team is widely understood throughout the organization.								
Team members understand and agree on team goals and objectives.								
Team members positively integrate their individual goals with those of the team.								
My priorities and those of the team are in alignment								
The team recognizes contributions of members.								
Responsibilities of those on the team are clearly defined.								
We work to achieve superior results (as perceived by our Ministry clients).								
The objective of individual team members gel with those of other team members.								
Team members are certain of their individual roles in relation to the teams.								
We are clear about our top priorities as a team.								

## 2. Team Membership and Acceptance

	1	2	3	4	5	6	7	8
The right people are on the team.								
I feel a strong sense of belonging on the team.								
I feel motivated working on this team.								
As a team we are able to support and encourage each other.								
We demonstrate our support to each other on the team.								
Our mix of skills is appropriate to the work we do on this team.								
The team is able to use it's collective competence.								
Team members co-operate with each other to achieve overall objectives.								
I feel responsible for the success of the team.								
Team members take responsibility for the success of the team.								

## 3. Team Meetings

	1	2	3	4	5	6	7	8
Our meetings are very productive: the agenda gets completed on time.								
Team members come to the meetings well prepared.								
We have clearly defined agendas for all team meetings including times.								
We deal with the right type of issues at our meetings.								
We take time during our meetings to discuss how well the meeting is going.								
We have a clearly defined set of operating principles for our meetings.								
Team members are open about saying how they feel things are going.								
Everyone's opinion is listened to and responded.								
During meetings we feel comfortable expressing how we feel things are going.								
Leadership rotates around various team members depending on the issues.								
When we get off topic we remind each other to get back on track.								
Airtime is equally shared between all team members.								
Power within the team is shared depending on the situation.								

The most important and most difficult issues are put on the table.  
 We have eliminated distractions at our meetings. E.g. Smart phones  
 There is a high level of engagement during team discussions  
 Team meetings are compelling and not boring.  
 The most important and most difficult issues are put on the table.  
 Team members leave meetings confident everyone is on-board with decisions


**4. Decision Making and Conflict Resolution**

We follow defined processes for decision making.  
 The team regularly sets time aside to review how it resolves problems.  
 Decisions are made in a fair and reasonable manner.  
 Differences between team members are worked through.  
 Conflict is surfaced openly at our meetings.  
 Team members challenge one another in an open and positive manner.  
 Differences of opinion are valued and recognized.  
 Constructive criticism is openly encouraged in our meetings.  
 People on this team are openly frank with each other.  
 We regularly engage in productive, unfiltered conflict around important issues  
 We work to resolve conflict during meetings.  
 We confront behaviour that is not conducive to team success.

1	2	3	4	5	6	7	8

**5. Trust and Behaviour**

Team members are all committed to the goals of the team.  
 Everyone is trying hard to make this an effective team.  
 Team members trust each other and can be vulnerable with each other.  
 Team members demonstrate true commitment to the success of the team.  
 There is a high degree of trust amongst team members.  
 There is a high level of honesty demonstrated at our meetings.  
 Team members are passionate and unguarded in their discussion of issues.  
 Team members openly admit their weaknesses and mistakes.  
 Team members are deeply concerned letting down their colleagues.  
 Team members willingly make sacrifices for the good of the team.  
 We encourage each other to make contributions during meetings  
 We all demonstrate behaviour consistent with our 'respect & integrity' value.  
 We all demonstrate behaviour consistent with our 'serving clients' value.  
 We all demonstrate behaviour consistent with our 'excellence & innovation' value.  
 We all demonstrate behaviour consistent with our 'one team' value.

1	2	3	4	5	6	7	8

**6. Creativity and Innovation**

Our team thrives to incorporate new ways to doing things.  
 We are seen as a team that is highly responsive to change.  
 We use a range of different techniques to solve problems.  
 The team is good at learning from mistakes.  
 As a team we are always searching for ways to improve service.  
 We experiment with different ways of doing things.  
 We are good at anticipating change.  
 I know the unique strengths and weaknesses of my team colleagues.

1	2	3	4	5	6	7	8

**COMMENTS**

**What are the key issues facing this leadership team?**

**Whate does this team do extremely well?**

**How could performance of this leadership team be improved?**