Tool G3: Team working assessment

Why is effective team working important?

Effective team working is important for the success of your work.

Research has identified those characteristics of teams associated with high levels of team effectiveness. These include role clarity, positive and supportive relationships, and the time teams take to review and improve their work.

This survey is designed to assess the effectiveness of your team’s functioning.

Please rate the extent to which you agree with the following statements about this team.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly agree |
| This team is open and responsive to change |  |  |  |  |  |
| Conflict tends to linger in this team |  |  |  |  |  |
| People feel understood and accepted by each other in this team |  |  |  |  |  |
| Team members support each other practically when introducing ideas |  |  |  |  |  |
| Members of this team share resources to help implement new ideas |  |  |  |  |  |
| Conflicts are constructively dealt with in this team |  |  |  |  |  |
| There are real attempts to share information thoughout this team |  |  |  |  |  |
| Everyone’s view is listened to in this team, even if they are in a minority |  |  |  |  |  |
| There is conflict over the leadership of this team |  |  |  |  |  |
| People keep each other informed about work related issues in the team |  |  |  |  |  |
| We all take a leadership role in this team |  |  |  |  |  |
| Leadership in this team is shared rather than the responsibility of one person |  |  |  |  |  |
| It is clear who the leader is in this team |  |  |  |  |  |
| This team co-operates with other teams and organisations to achieve our objectives |  |  |  |  |  |
| This team works well with other teams in the organisation to get the work done |  |  |  |  |  |
| We all value each other’s roles in this team as making important contributions to our work |  |  |  |  |  |
| Team members understand each other’s roles |  |  |  |  |  |
| The methods this team uses to get the work done are often discussed |  |  |  |  |  |
| Team members are clear about their roles |  |  |  |  |  |
| Team members often meet to discuss the team’s effectiveness |  |  |  |  |  |
| Team members are committed to the team’s objectives |  |  |  |  |  |
| Team members have to communicate closely with each other to achieve the team’s objectives |  |  |  |  |  |
| We work together as a team to achieve team objectives |  |  |  |  |  |
| This team has clear shared team objectives |  |  |  |  |  |
| People are warm and supportive to each other in this team |  |  |  |  |  |
| Team members are prepared to question the basis of what the team is doing |  |  |  |  |  |
| The team is always ready to identify potential weaknesses in what it is doing in order to achieve the best possible outcomes for patients |  |  |  |  |  |
| Members of the team build on each other’s ideas in order to achieve high quality |  |  |  |  |  |