

FIGURE 5.2 EVALUATING YOUR TEAM DEVELOPMENT

RATING TEAM DEVELOPMENT

How do you feel about your team's progress? (Circle rating)

1. **Team's purpose**
I'm uncertain — 1 2 3 4 5 — I'm clear
2. **Team membership**
I'm out — 1 2 3 4 5 — I'm in
3. **Communications**
Very guarded — 1 2 3 4 5 — Very open
4. **Team goals**
Set from above — 1 2 3 4 5 — Emerged through team interaction
5. **Use of team members' skills**
Poor use — 1 2 3 4 5 — Good use
6. **Support**
Little help for individuals — 1 2 3 4 5 — High level of support for individuals
7. **Conflict**
Difficult issues are avoided — 1 2 3 4 5 — Problems are discussed openly and directly
8. **Influence on decisions**
By few members — 1 2 3 4 5 — By all members
9. **Risk taking**
Not encouraged — 1 2 3 4 5 — Encouraged and supported
10. **Working on relationships with others**
Little effort — 1 2 3 4 5 — High level of effort
11. **Distribution of leadership**
Limited — 1 2 3 4 5 — Shared
12. **Useful feedback**
Very little — 1 2 3 4 5 — Considerable

Source: Adapted with permission from Arnold Bateman, *Team Building: Developing a Productive Team* (Lincoln: University of Nebraska, 1990).