

## **A Team Diagnostic**

**Summarised by Andrew Gibbons**

1. We are clear about our key goals.
2. We confront issues that need to be worked through, if it helps improve our teamworking.
3. We are comfortable giving and receiving feedback in a direct, honest, and positive manner.
4. We know our personal individual roles within this team, and can fulfil these with confidence.
5. We help and support each other when needed without hesitation.
6. We feel empowered to use our knowledge and abilities.
7. We have confidence in each other's roles and contributions.
8. We all feel part of this team.
9. We are each happy to take on appropriate responsibility to get things done when needed.
10. We all feel good about being within this team.
11. We all feel confident to take the lead when required.
12. We share information between each other freely.
13. We achieve a lot more in this team as a whole than the sum of our collective parts.
14. We learn from our mistakes.
15. We are all highly motivated.
16. We are well led.
17. We have a distinct identity as a team.
18. We all feel very positively towards changing things for the better.
19. We listen to each other.
20. We take personal responsibility for achieving results.
21. We do not have personal agendas that conflict harmfully with our real purpose.
22. We use our individual skills knowledge and competencies well.
23. We enjoy our successes.
24. We learn from each other in a deliberate, planned way.
25. We have stability and continuity of membership.

26. We respect our leader.
27. We welcome diversity.
28. We respect confidentiality within and outside of this team.
29. We recognise that we need to work together to achieve our goals.
30. We can appropriately put aside personal feelings to get a task done well.
31. We work well with other teams and units – we use our strong team identity as a positive force.
32. We are not dependent on any one or more person/s for our continued effectiveness.
33. We are not afraid to challenge others or be challenged.
34. We respect and value the views of others.
35. We know the boundaries of this team.
36. We don't have cliques – we are inclusive.
37. We care about each other.
38. We function effectively whether a leader/manager person is there or not.
39. We inspire each other.
40. We all feel we make a valuable contribution to this team's outputs.
41. We feel good about ourselves.
42. We exceed our own and other's expectations.
43. We are supportive of each other's ideas, especially when these require some consideration.
44. We are fair and just.
45. We understand our purpose.
46. We enjoy our success and attribute this to those who make this happen.
47. We trust each other.
48. We are envied by others outside of our team – people want to join us.
49. We feel comfortable voicing our concerns.
50. We have control over our direction.
51. We set standards others follow.
52. We are all working towards a common goal.
53. We pull together when things go wrong.
54. We measure and evaluate our performance.

55. We support each other emotionally.
56. We use the time we spend together productively.
57. We anticipate each other's needs.
58. We accurately judge this team's priorities.
59. We have built a strong support network within this team.
60. We understand each other's motivations.
61. We look forward to being together.
62. We make real efforts to optimise our contacts for the benefit of team members.
63. We feed off each other's ideas.
64. We welcome new members to this team.
65. We share and really do learn from our experiences.
66. We communicate openly and honestly with each other.
67. We are empathetic.
68. We recognise the need for open and honest feedback within this team.
69. We have defined, yet flexible roles that maximise the contribution to our tasks.
70. We look for ways to evolve, and to improve our effectiveness.
71. We as a collective unit, achieve more than the sum of our individual parts.
72. We do not waste energy on harmful conflicts or competition.
73. We have the right level of continuity of membership.
74. We challenge perceived boundaries.
75. We will regret leaving this team, but will do so for the right reason/s.

