

Team Leader Exercise

Pre-Team Building Norms Assessment Instrument

Use this instrument to assess the weaknesses you perceive exist in your teams' approach to work. If 2 or 3 of the assessment dimensions fall well to left of centre, then this team building program with its team diagnostic is for you and your team. Significant results will be achieved by doing so.

These are your perceptions (they may well change as a result of undertaking the program.)

As such this instrument is your starting reference point. The members in the group under review should complete the 109 posed questions, in the team building blocks diagnostic exercise, which will yield the causes of poor team work according to the 9 team building blocks under review.

AREAS OF STRENGTH AND WEAKNESS						
1. Goal clarity and sense of purpose: Are the mission(s) and direction(s) of the team understood and priorities agreed upon?						
Serious Weakness			Significant Strength			
1.	2.	3.	4.	5.	6.	7
2. Role clarity and conflict: Do members know what other's assumptions are of what they should be doing?						
No						Yes
1.	2.	3.	4.	5.	6.	7.
3. Is there agreement between your assumptions of what you should be doing and the expectations of others?						
No						Yes
1.	2.	3.	4.	5.	6.	7.
4. Conflict management.						
Ineffective					Effective	
1.	2.	3.	4.	5.	6.	7.
5. Participation and influence in decision making: What is the depth of input and quality of decision making in your team?						
Low					High	
1.	2.	3.	4.	5.	6.	7.
6. Assess the patterns of meaningful participation and influence to your decision making by group members.						
Unsatisfactory					Satisfactory	
1.	2.	3.	4.	5.	6.	7.
7. Leadership. How effective are you in aligning group objectives to those of your organization? How effective are you in making work meaningful, stretching and developmental for your group members?						
Ineffective					Effective	
1.	2.	3.	4.	5.	6.	7.
8. Group support. How much support within the group is there for the group and other affected groups (include customers.)						
Weak					Strong	
1.	2.	3.	4.	5.	6.	7.
9. Group standards: What quality /quantity of performance does your group find acceptable?						
Low					High	
1.	2.	3.	4.	5.	6.	7
10. Evaluate the appropriate interactions and service levels with clients (other departments and or customers.) Are they clear and agreed upon in your team?						
Shoddy					Excellent	
1.	2.	3.	4.	5.	6.	7