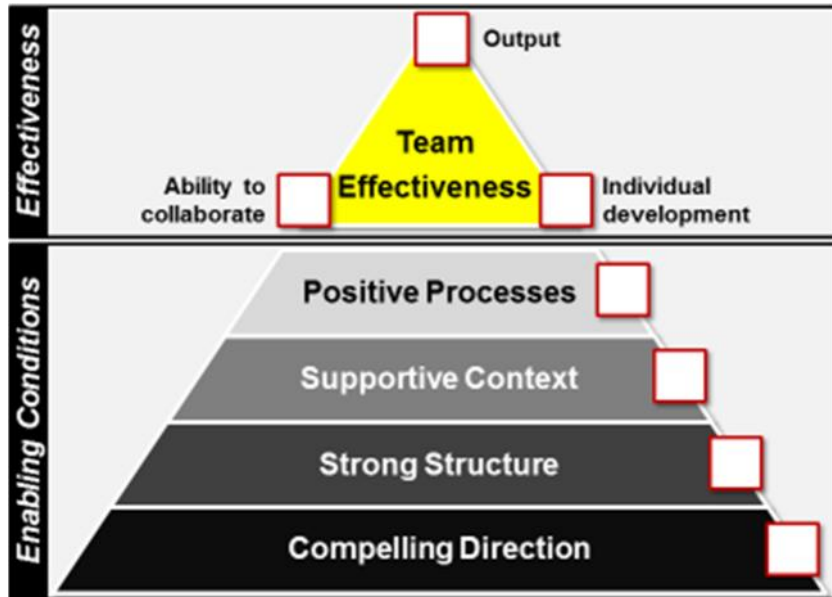


Individual Team Report Card

The goal of this exercise is to use the Team Effectiveness Model to diagnose and identify improvements for a real team.

Think about a team that you are currently dealing with (one you are either on or are responsible for, directly or indirectly). Assign your team a grade on each of the three team effectiveness criteria and each of the five enabling conditions. Use whatever grading scheme (0-100, A-F, 1-5) and range (worst = 0/100 vs worst = 60/100) with which you are most comfortable.



Effectiveness Criteria

1. Outcomes

- *Are our clients happy with our output?
(includes quality, quantity, efficiency)*

2. Ability to work together in the future

- *Will the dynamics in my team enable its members to work together better in the future?*

3. Individual member development

- *Are the individual members developing and improving their knowledge, skills, and abilities?*

Enabling Conditions

1. Compelling direction

- *Does my team share a common goal that is clear, compelling, and consequential?*

2. Strong structure

- a. *...knowledge/skills/abilities?*
- b. *...diversity in skills, perspectives, and experiences?*
- c. *...size: big enough for a. & b., but not bigger?*
- d. *...stability and sense of boundedness?*

3. Supportive context

- *Does the organization / context provide my team with what it needs (≠wants) to succeed?*

4. Positive processes

- *Are my teams' emerging dynamics (ex. effort, trust, conflict, communication) and processes (ex. decision-making, scheduling, work allocation) productive and constructive?*

Evaluating your Team Report Card

Looking at the grades you assigned for the effectiveness criteria:

- 1. Are you happy with your team's grades on the three effectiveness criteria?*
- 2. On which effectiveness criteria does your team need the most improvement?*

Looking at the two enabling conditions with the lowest scores:

- 1. What one change do you think you can make that will most improve each one*
- 2. How do you think the two lowest graded enabling conditions are affecting each of the effectiveness criteria?*