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**Team Assessment Questionnaire (Based on the work of Patrick Lencioni – The 5 Dysfunctions of a Team)**

Instructions:

Use the scale below to indicate how each statement applies to your team. Be sure to evaluate the statements honestly and without overthinking your answers.

**3 = Usually 2 -= Sometimes 1 = Rarely**

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| Statement | | Rating |
| 1. | Team members are passionate and unguarded in their discussion of issues. |  |
| 2. | Team members call out one another’s deficiencies or unproductive behaviours. |  |
| 3. | Team members know what their peers are working on and how they contribute to the collective good of the team. |  |
| 4. | Team members quickly and genuinely apologise to one another when they say or do something inappropriate or possibly damaging to the team. |  |
| 5. | Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team. |  |
| 6. | Team members openly admit their weaknesses and mistakes. |  |
| 7. | Team members are compelling and not boring. |  |
| 8. | Team members leave meetings confident that their peers are completely committed to the decisions agreed upon during the meeting, even if there was initial disagreement. |  |
| 9. | Morale is significantly affected by the failure to achieve team goals. |  |
| 10. | During team meetings, the most important and most difficult issues are put on the table to be resolved. |  |
| 11. | Team members are deeply concerned about the prospect of letting down their peers. |  |
| 12. | Team members know about one another’s personal lives and are comfortable discussing them. |  |
| 13. | Team members end discussions with clear and specific resolutions and calls to action. |  |
| 14. | Team members challenge one another about their plans and approaches. |  |
| 15. | Team members are slow to seek credit for their own contributions but quick to point out those of others. |  |

Individual Scoring

Combine your scores for the fifteen statements as indicated below:

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| --- | --- | --- | --- | --- |
| Dysfunction 1: Absence of Trust | Dysfunction 2: Fear of Conflict | Dysfunction 3: Lack of Commitment | Dysfunction 4: Avoidance of Accountability | Dysfunction 5: Inattention to Results |
| Statement 4 \_\_\_ | Statement 1 \_\_\_ | Statement 3 \_\_\_ | Statement 2 \_\_\_ | Statement 5 \_\_\_ |
| Statement 6 \_\_\_ | Statement 7 \_\_\_ | Statement 8 \_\_\_ | Statement 11 \_\_\_ | Statement 9 \_\_\_ |
| Statement 12 \_\_\_ | Statement 10 \_\_\_ | Statement 13 \_\_\_ | Statement 14 \_\_\_ | Statement 15 \_\_\_ |
| Total: |  |  |  |  |

A score of 8 or 9 indicates that the dysfunction is probably not a problem for your team.

A score of 6 or 7 indicates that the dysfunction could be a problem.

A score of 3 or 5 indicates that the dysfunction needs to be addressed.