

Team Performance Checklist

Please read the statements below. Circle the number that most accurately describes your response to the statement. Use the following key to respond to each statement.

1 disagree strongly	2 disagree to some extent	3 agree to some extent	4 agree strongly
1. Members are clear about group goals.			
1	2	3	4
2. Members agree with group goals.			
1	2	3	4
3. Groups tasks require us to work together			
1	2	3	4
4. Members are clear about their roles.			
1	2	3	4
5. Members accept their roles			
1	2	3	4
6. Members' assignments match their abilities.			
1	2	3	4
7. The group leader's style changes when necessary to meet emerging group needs.			
1	2	3	4
8. The group has an open communication structure that allows all members to participate.			
1	2	3	4
9. The group gets regular feedback about its productivity.			
1	2	3	4



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10. Members give each other constructive feedback.			
1	2	3	4
11. The group uses feedback about its effectiveness to make improvements in how it is functioning.			
1	2	3	4
12. The group spends time defining and discussing problems it must solve.			
1	2	3	4
13. Members spend time planning how they will solve problems and make decisions.			
1	2	3	4
14. The group uses effective decision making strategies.			
1	2	3	4
15. The group implements its solutions and decisions.			
1	2	3	4
16. The group develops methods to evaluate its solutions and decisions.			
1	2	3	4
17. The group accepts members who behave differently as long as their behavior is perceived helpful to task accomplishment.			
1	2	3	4
18. Group norms encourage high performance, quality and success.			
1	2	3	4
19. Group norms encourage innovative solutions.			
1	2	3	4
20. Subgroups are accepted and integrated into the group as a whole.			
1	2	3	4



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21. The group contains the smallest number of members necessary to accomplish its goals.			
1	2	3	4
22. The group has been given sufficient time to develop a mature working unit and accomplish its goals.			
1	2	3	4
23. The group is highly cohesive and cooperative.			
1	2	3	4
24. Periods of conflict are frequent but brief.			
1	2	3	4
25. The group uses effective conflict management strategies.			
1	2	3	4
Minimum Score: 25			
Maximum Score: 100			
Your group's average score: _____			
What is Your Group's Stage of Development?			
Total Score		Group's Stage	
85+		Performing	
70-84		Norming	
<70		Forming* or Storming**	
*The group is in Forming Stage if members are tentative, polite and somewhat passive.			
**The group is in Storming Stage if members are disagreeing with each other or the leader.			

