



# CATALYST

Business Coaching

## High Performance Team Self-Assessment

On a scale of one to six (six being the best), rate your team’s current performance according to the following questions:<sup>1</sup>

### 1. Team Charter:

*In your opinion, to what extent does your team:*

<i>Feel like a high performing team to you?</i>	1	2	3	4	5	6
Create, share and use a common vision, mission, set of values and ground rules?	1	2	3	4	5	6
Work as a high performing team, rather than a group of individuals who simply share information?	1	2	3	4	5	6
Demonstrate a commitment to action and accountability?	1	2	3	4	5	6
Have clearly defined goals and outcomes?	1	2	3	4	5	6
Clearly understand individual roles and responsibilities?	1	2	3	4	5	6
Share the responsibility for success (shared leadership)?	1	2	3	4	5	6

### 2. Dialogue:

*In your opinion, to what extent does your team:*

<i>Feel like people are good at communicating?</i>	1	2	3	4	5	6
Really “listen” to each other?	1	2	3	4	5	6
Provide open and honest feedback ?	1	2	3	4	5	6
Constructively resolve conflicts?	1	2	3	4	5	6
Offer possibilities and solutions vs. “what won’t/doesn’t work”?	1	2	3	4	5	6
Work to avoid "group think"?	1	2	3	4	5	6

### 3. Working Procedures:

*In your opinion, to what extent does your team:*

<i>Feel like a team that is well organized?</i>	1	2	3	4	5	6
Develop and follow a work plan?	1	2	3	4	5	6
Run effective meetings – the kind you never want to miss?	1	2	3	4	5	6
Have a declared Problem Solving and Decision Making model that you actually use?	1	2	3	4	5	6
Balance task and process in getting the job done?	1	2	3	4	5	6
Gather, organize and evaluate information effectively?	1	2	3	4	5	6



Suite 350 5158 48<sup>th</sup> Ave. Delta, B. C., V4K 5B6  
 Tel: 604-952-0306 Cell: 604-833-7726 Fax: 604-693-1127  
[jacque@catalystcoach.ca](mailto:jacque@catalystcoach.ca) [www.catalystcoach.ca](http://www.catalystcoach.ca)

#### 4. Creativity

*In your opinion, to what extent does your team:*

<i>Feel like it is creative in its work together?</i>	1	2	3	4	5	6
Apply creativity to its work?	1	2	3	4	5	6
Take a flexible and/or adaptable approach to the way it works together?	1	2	3	4	5	6
Inspire each other?	1	2	3	4	5	6
Generate multiple solutions to issues vs. taking the first idea/suggestion offered up?	1	2	3	4	5	6

#### 5. Diversity:

*In your opinion, to what extent does your team:*

<i>Feel like a team that truly values diversity?</i>	1	2	3	4	5	6
Really optimize the skills, knowledge and strengths of team members?	1	2	3	4	5	6
Understand and value diverse styles, points of view, ways of working?	1	2	3	4	5	6
Seek out different points of views from non-members?	1	2	3	4	5	6
Use resources from outside the team?	1	2	3	4	5	6

#### 6. Continuous Learning:

*In your opinion, to what extent does your team:*

<i>Feel as if it is really learning continuously?</i>	1	2	3	4	5	6
Practice regular assessment and correction?	1	2	3	4	5	6
Identify gaps in the skills needed by the team and seek development needed?	1	2	3	4	5	6
Handle and lead change effectively?	1	2	3	4	5	6
Support risk taking and learning vs. accepting the discomfort of not knowing?	1	2	3	4	5	6

#### 7. Results:

*In your opinion, to what extent does your team:*

<i>Feel like it gets things done and creates results?</i>	1	2	3	4	5	6
Create its results through the team working effectively vs. individuals working on their own?	1	2	3	4	5	6
Measure its results in a meaningful way?	1	2	3	4	5	6
Hold each other jointly accountable for creating results?	1	2	3	4	5	6
Celebrate successes along the way to reaching the goals?	1	2	3	4	5	6

For insight into how your team is performing, see the attached **Self-Assessment Results** or email [info@catalystcoach.ca](mailto:info@catalystcoach.ca)

1. Gibson, G., Smith, C., (2002). Dynamic Coaching to Build Dynamic Teams, [www.bytesizelearning.biz](http://www.bytesizelearning.biz) p. Appendix A 1/2 - 2/2.