**Team Health Check**

***Source: The One Minute Manager Builds High Performing Teams, K. Blanchard***

**How well does your team PERFORM?** *Think how your team would rate on a scale of 1-6*

*(1 = low, 6 = high).*

|  |  |  |
| --- | --- | --- |
| **P** | **Purpose** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Team members can describe and are committed to a common purpose |  |  |  |  |  |  |
| Goals are clear, challenging and relevant to purpose |  |  |  |  |  |  |
| Strategies for achieving goals are clear |  |  |  |  |  |  |
| Individual roles are clear |  |  |  |  |  |  |
| Team members can describe and are committed to a common purpose |  |  |  |  |  |  |
| **E** | **Empowerment** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Team members feel a personal and collective sense of power |  |  |  |  |  |  |
| Team members have access to necessary skills and resources |  |  |  |  |  |  |
| Policies and practices support team objectives |  |  |  |  |  |  |
| Mutual respect and willingness to help each other is evident |  |  |  |  |  |  |
| **R** | **Relationships** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Team members express themselves openly and honestly |  |  |  |  |  |  |
| Warmth, understanding and acceptance are expressed |  |  |  |  |  |  |
| Team members listen actively to each other |  |  |  |  |  |  |
| Differences of opinion and perspective are valued |  |  |  |  |  |  |
| **F** | **Flexibility** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Team members perform different roles and functions as needed |  |  |  |  |  |  |
| Team members share responsibility for team leadership and team development |  |  |  |  |  |  |
| Team members are adaptable to changing demands |  |  |  |  |  |  |
| Various ideas and approaches are explored |  |  |  |  |  |  |
| **O** | **Optimal Productivity** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Output is high |  |  |  |  |  |  |
| Quality is excellent |  |  |  |  |  |  |
| Decision making is effective |  |  |  |  |  |  |
| Clear problem-solving process is apparent |  |  |  |  |  |  |
| **R** | **Recognition & Appreciation** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Individual contributions are recognised and appreciated by team members |  |  |  |  |  |  |
| Team accomplishments are recognised by team members |  |  |  |  |  |  |
| Team members feel respected |  |  |  |  |  |  |
| Team contributions are valued and recognised by the organisation |  |  |  |  |  |  |
| **M** | **Morale** | ***Please mark chosen rating with ‘X’*** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| Individuals feel good about their membership on the team |  |  |  |  |  |  |
| Individuals are confident and motivated |  |  |  |  |  |  |
| Team members have a sense of pride and satisfaction about their work |  |  |  |  |  |  |
| There is a strong sense of cohesion and team spirit |  |  |  |  |  |  |
| *Please continue overleaf* |

**Comments on team performance**

*This text box is for you to add any comments if you wish to, - for example to explain your ratings or to share thoughts prompted by completing this questionnaire.*

***Type comments here:***