

# Team Performance Inventory

Organizations have seen a significant movement away from individual role-based structures to cooperative team-based structures. Statistics show a dramatic increase in teaming and collaboration in the workplace. Understanding the behaviors that drive performance or impede performance is essential in today's organizations.

When you and other members of your team complete this *Team Performance Inventory* (TPI), the results will provide a current view of where your team is on a performance curve, where you need to be to become a high-performing team, and what development activities will help you get there.

This assessment is to help you assess your team's performance and determine in what stage your team normally operates. The TPI consists of forty characteristics of a team and its members. You will note that the assessment questions are in both negative and positive formats. Please take time to read and, if necessary, re-read the questions before responding.

## Instructions

Read each of the following statements and indicate, by checking (✓) the appropriate box, how clearly the statement describes your team at this time. Use the following rating scale:

- Does Not Clearly Describe
- Somewhat Clearly Describes
- Very Clearly Describes

Statement	Does Not Clearly Describe	Somewhat Clearly Describes	Very Clearly Describes
1. The team's purpose and goals are unclear.			
2. A clear process for team decision making and problem solving has been established.			
3. The leader acts as an advisor and delegates the responsibility for process, decisions, and implementation to the team.			
4. Members react toward leadership with counterproductive behavior.			
5. Members care about and willingly support each other to assure quality work and that deliverables are met.			
6. Stakeholders' and clients/customers' expectations are unclear.			
7. Members talk openly about issues and concerns and give positive and constructive feedback.			
8. An open flow of communication is not characteristic of our team.			
9. The leader encourages wide participation and safeguards less-heard viewpoints.			
10. There is a failure to discuss individual and team expectations.			
11. Team ground rules have not been established.			
12. The team continually raises the bar and sets new and challenging goals that align with organizational objectives.			

Statement	Does Not Clearly Describe	Somewhat Clearly Describes	Very Clearly Describes
13. Members apply positive pressure to each other to assure the team achieves effective and satisfying results.			
14. Members energetically present the team's mission, goals, plans, and purpose to others.			
15. Members work in disarray.			
16. There is a low level of trust .			
17. Members are unwilling to discuss issues that are threatening or embarrassing.			
18. There is a lack of recognition of potential skills, abilities, and contributions of team members.			
19. Members meet deadlines and follow through.			
20. Team goals are well-defined and measurable.			
21. It is unclear how individuals will be rewarded and recognized for participating on the team.			
22. All members are not involved in discussions.			
23. Members are accountable for their work at both individual and team levels.			
24. The team has a "we" orientation versus a "me" orientation.			
25. Members tend to depend on the leader to provide the structure, processes, and direction.			
26. Members are building consensus and adopting common approaches to task accomplishment.			
27. The team does not manage conflict constructively.			

Statement	Does Not Clearly Describe	Somewhat Clearly Describes	Very Clearly Describes
28. There is high esprit-de-corps and strong loyalty to the team.			
29. Members know little about each other (that is, interests, values, and motivators).			
30. Members prepare for and contribute during team meetings.			
31. Members demonstrate poor listening skills.			
32. The team focuses on the big picture and pragmatic deliverables and solutions.			
33. There has been little or no discussion about team values.			
34. The team regularly questions what it can do better in terms of service, quality, cost, and/or profit.			
35. There is confusion about roles, tasks, and responsibilities.			
36. Members set high expectations and perform roles and responsibilities with proficiency.			
37. The team depends on the leader to manage conflict and resolve disputes among members.			
38. The team's structure and direction are vague and undefined.			
39. The team is doing the right things right, and obtaining the results that are needed and expected.			
40. There are high levels of interaction, cooperation, and collaboration among members.			

### Scoring for Individual Assessments

To score the assessment, complete the following worksheet. Using your completed questionnaire, calculate the scoring as follows:

Begin with the category “I.”

Column 1 contains the applicable question number.

Column 2 is where you will fill in a value for each question according to how you answered that question.

Now look at your completed questionnaire and how you answered Question 1.

If you answered “Does Not Clearly Describe,” enter a value of 0 in the Points column.

If you answered “Somewhat Clearly Describes,” enter a value of 2 in the Points column.

If you answered “Very Clearly Describes,” enter a value of 5 in the Points column.

Continue the process until you have completed all questions for category “I.”

Repeat this process for categories “C,” “S,” and “P.”

When you have completed all categories, add the numbers in each Points column and enter the sums in the Total field.

	Does Not Clearly Describe	Somewhat Clearly Describes	Very Clearly Describes
Scoring Values	0	2	5

I	
Question	Points
1	
6	
10	
15	
18	
21	
25	
29	
33	
38	
<b>Total</b>	

C	
Question	Points
4	
8	
11	
16	
17	
22	
27	
31	
35	
37	
<b>Total</b>	

S	
Question	Points
2	
7	
9	
14	
20	
23	
26	
30	
36	
40	
<b>Total</b>	

P	
Question	Points
3	
5	
12	
13	
19	
24	
28	
32	
34	
39	
<b>Total</b>	

### Feedback

Please take the opportunity to provide your thoughts about your team’s strengths and its opportunities for improvement.

- 1. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
- 2. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
- 3. \_\_\_\_\_  
\_\_\_\_\_  
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- 4. \_\_\_\_\_  
\_\_\_\_\_  
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### Permission Statement

By submitting this document, you give your permission for a facilitator, trainer, or team leader to use the data for the purposes of aggregating your results, together with other team members’ results, to develop a composite team score for identifying your team’s ranking on a scale of measurement to identify team strengths and development opportunities. The information collected will be summarized to show themes and trends without identifying individual responses.

### Submittal Instructions

Please place this completed assessment in a plain, unmarked envelope and give it to your team facilitator. Thank you for participating in your team’s assessment.

