**Team Effectiveness Critique**

**Instructions:** Use the scales that follow to assess your team and the way it functions; mark the box that most closely aligns with how much you agree or disagree with each statement about your team.

**Description:** The Team Effectiveness Critique is a 10-question scaling tool for evaluating how well a team works together to accomplish its goals. Responses to the statements build an overall picture of how the person filling out the form feels about the team's functionality, and forms a useful jumping-off point for further discussion.

**Example:** This is a critique done for a team with an authoritarian, controlling manager.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Disagree** |  |  |  | **Agree** |
|  |  |  |  |  |  |  |  |
| Team members understand and agree on goals and objectives | [ ]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [x]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| Team member resources are fully recognized and / or utilized | [ ]  1 | [ ]  2 | [x]  3 | [ ]  4 | [ ]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| There is a high degree of trust on the team, and conflict is dealt with and worked through openly | [ ]  1 | [ ]  2 | [x]  3 | [ ]  4 | [ ]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| Leadership roles are shared by team members; there is full participation in team leadership | [x]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [ ]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| The team has effective procedures to guide its functioning; team members self-regulate | [ ]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [x]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| Communications between team members are open and participative | [ ]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [ ]  5 | [x]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| The team has well-established, agreed-upon approaches to problem solving | [ ]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [x]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| The team experiments with different ways of doing things and is creative in its approach | [ ]  1 | [ ]  2 | [x]  3 | [ ]  4 | [ ]  5 | [ ]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| The team often evaluates its functioning and processes | [ ]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [ ]  5 | [x]  6 | [ ]  7 |
|  |  |  |  |  |  |  |  |
| The facilitator is essential to the team’s effectiveness | [ ]  1 | [ ]  2 | [ ]  3 | [ ]  4 | [ ]  5 | [ ]  6 | [x]  7 |