**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 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| Team member resources are fully recognized and / or utilized | 1 | 2 | 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 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| Leadership roles are shared by team members; there is full participation in team leadership | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| The team has effective procedures to guide its functioning; team members self-regulate | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| Communications between team members are open and participative | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| The team has well-established, agreed-upon approaches to problem solving | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| The team experiments with different ways of doing things and is creative in its approach | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| The team often evaluates its functioning and processes | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|  |  |  |  |  |  |  |  |
| The facilitator is essential to the team’s effectiveness | 1 | 2 | 3 | 4 | 5 | 6 | 7 |