

**ACTIVITY: TEAM EFFECTIVENESS QUESTIONNAIRE**

Purpose: To establish team effectiveness<sup>1</sup>.

Instructions: This questionnaire contains questions about your team and the leadership within this team. Indicate whether you feel each statement is true or not true of your team. Use the following scale.

Key: 1 = False, 2 = More False Than True, 3 = More True Than False, 4 = True

1. There is a clearly defined need or a purpose to be served that justifies the existence of our team.  
(Clear elevating goal)                    1        2        3        4

2. We have an established method for monitoring individual performance and providing feedback.  
(Results driven structure)                1        2        3        4

3. Team members possess the essential skills and abilities to accomplish the team's objectives.  
(Competent team members)                1        2        3        4

4. Achieving our team goal is a higher priority than any individual objective.  
(Unified commitment)                    1        2        3        4

5. We trust each other sufficiently to accurately share information, perceptions, and feedback.  
(Collaborative climate)                    1        2        3        4

6. Our team exerts pressure on itself to improve performance.  
(Standards of excellence)                1        2        3        4

7. Our team is given the resources it needs to get the job done.  
(External support/recognition)            1        2        3        4

8. The team leader provides me the necessary autonomy to achieve results.  
(Principled leadership)                    1        2        3        4

9. Our leader is willing to resolve issues associated with inadequate member performance.  
(Principled leadership)                    1        2        3        4

10. Our leader is open to new ideas and information from team members.  
(Principled leadership)                    1        2        3        4

11. Our leader is influential in getting outside constituencies to support our team's effort.  
(Principled leadership)                    1        2        3        4

Scoring: A high total score usually indicates team effectiveness.

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<sup>1</sup> Northouse, 1997: 180-181.