

The Five Dysfunctions of a Team Assessment

Instructions: Use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over-thinking your answers.

3 = Usually 2 = Sometimes 1 = Rarely

1. Team members are passionate and unguarded in the discussion of issues _____
2. Team members call out one another's deficiencies or unproductive behaviors _____
3. Team members know what their peers are working on and how they contribute to the collective good of the team _____
4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team _____
5. Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team _____
6. Team members openly admit their weaknesses and mistakes _____
7. Team meetings are compelling, and not boring _____
8. Team members leave meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement _____
9. Morale is significantly affected by the failure to achieve team goals _____
10. During team meetings, the most important and difficult issues are put on the table to be resolved _____
11. Team members are deeply concerned about the prospect of letting down their peers _____
12. Team members know about one another's personal lives and are comfortable discussing them _____
13. Team members end discussions with clear and specific resolutions and calls to action _____
14. Team members challenge one another about their plans and approaches _____
15. Team members are slow to seek credit for their own contributions, but quick to point out those of others _____

Scoring: Combine your scores for the preceding statement as indicated below.

Dysfunction 1: Trust	Dysfunction 2: Conflict	Dysfunction 3: Commitment	Dysfunction 4: Accountability	Dysfunction 5: Results
Statement 4 _____	Statement 1 _____	Statement 3 _____	Statement 2 _____	Statement 5 _____
Statement 6 _____	Statement 7 _____	Statement 8 _____	Statement 11 _____	Statement 9 _____
Statement 12 _____	Statement 10 _____	Statement 13 _____	Statement 14 _____	Statement 15 _____
Total:	Total:	Total:	Total:	Total: