

Figure 5.1 Team-Building Checklist

Problem identification: To what extent is there evidence of the following problems in your team? Circle the number that best represents your opinion.

	Low Evidence		Some Evidence		High Evidence
1. Loss of production or output	1	2	3	4	5
2. Grievances or complaints within the team	1	2	3	4	5
3. Conflict or hostility among team members	1	2	3	4	5
4. Confusion about assignments or unclear relationships among people on the team	1	2	3	4	5
5. Lack of clear goals or low commitment to goals	1	2	3	4	5
6. Apathy or general lack of interest or involvement of team members	1	2	3	4	5
7. Lack of innovation, risk taking, imagination, or initiative	1	2	3	4	5
8. Ineffective meetings	1	2	3	4	5
9. Problems in working with the boss	1	2	3	4	5
10. Poor communications: people afraid to speak up, not listening to one another, or not talking together	1	2	3	4	5
11. Lack of trust between leader and members or among team members	1	2	3	4	5
12. People not understanding or agreeing with decisions	1	2	3	4	5
13. People feeling that good work is not recognized or rewarded	1	2	3	4	5
14. People not encouraged to work together in better team effort	1	2	3	4	5

Scoring: Add up the score for the fourteen items. If your score is between 14 and 28, there is little evidence that your unit needs team building. If your score is between 29 and 42, there is some evidence but no immediate pressure unless two or three items are very high. If your score is between 43 and 56, you should seriously think about planning a team-building program. If your score is over 56, team building should be a top priority for your work unit.