

Team Reflection Worksheet

Answer yes or no to each of the statements below to help guide reflection on your team and identify where you sit along the dysfunctional to high performing continuum.

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| ➤ The conflict our team experiences is generally stimulating in nature. | Yes / No |
| ➤ Jurisdictional ambiguity does not escalate our conflict due to clearly defined roles and responsibilities. | Yes / No |
| ➤ Our team has a shared language AND a shared conceptual framework which allows us to be truly integrated. | Yes / No |
| ➤ Our team supplies solutions AND closes feedback loops. | Yes / No |
| ➤ Our team shoulders a shared responsibility for outcomes over processes. | Yes / No |
| ➤ Our team is disciplined and upholds a high standard of behavior. | Yes / No |
| ➤ Our team values a combination of experiential and empirical knowledge. | Yes / No |
| ➤ Our team is made up of both generalists and specialists AND has a high quality of internal communication. | Yes / No |
| ➤ Our team is proactive AND ambitious. | Yes / No |
| ➤ Our team is a meritocracy – impact is what matters most. | Yes / No |

Count the number of 'yes' answers and find the corresponding location on the continuum.

