

Team Development Rating Scale (Our Team/Work Area)

INSTRUCTIONS: Provide a rating from 1 (low) to 10 (high) by circling the appropriate number that you think is most descriptive of your team/department at the present time. It may help to think in terms of what percent of time each measurable area happens (10 = 100%).

LOW  HIGH

1. **Understanding:** Team members understand the team goals.

1 2 3 4 5 6 7 8 9 10

2. **Commitment:** Team members are committed to the team goals.

1 2 3 4 5 6 7 8 9 10

3. **Acceptance:** Team members are friendly, concerned, and interested in other team members.

1 2 3 4 5 6 7 8 9 10

4. **Clarification:** Team members acknowledge and confront conflict openly.

1 2 3 4 5 6 7 8 9 10

5. **Belonging:** Team members listen with understanding to others.

1 2 3 4 5 6 7 8 9 10

6. **Involvement:** Team members include others in the decision-making process.

1 2 3 4 5 6 7 8 9 10

7. **Support:** Team members recognize and respect individual differences.

1 2 3 4 5 6 7 8 9 10

8. **Achievement:** Team members contribute ideas and solutions to problems.

1 2 3 4 5 6 7 8 9 10

9. **Pride:** Team members value the contributions and ideas of others.

1 2 3 4 5 6 7 8 9 10

10. **Recognition:** Team members recognize and reward team performance.

1 2 3 4 5 6 7 8 9 10

11. **Accountability:** Team members hold themselves and peers accountable to agreements.

1 2 3 4 5 6 7 8 9 10

Source: adapted from University Associates Annual: Developing Human Resources