

THE FIVE BEHAVIORS TEAM ASSESSMENT

Scoring

Use the scale below to indicate how each statement applies to your team. Be sure to evaluate the statements honestly and without overthinking your answers.

3 = Usually

2 = Sometimes

1 = Rarely

- _____ 1. Team members are passionate and unguarded in their discussion of issues.
- _____ 2. Team members call out one another's unproductive behaviors.
- _____ 3. The team is decisive, even when perfect information is not available.
- _____ 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 agreed upon during the meeting, 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 most 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.

TEAM ASSESSMENT SCORING

Combine your scores for the 15 statements as indicated below.

Behavior 1: Building Trust	Behavior 2: Mastering Conflict	Behavior 3: Achieving Commitment	Behavior 4: Embracing Accountability	Behavior 5: Focusing on 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:

A score of 8 or 9 is a probable indication that the behavior is not a problem for your team.

A score of 6 or 7 indicates that the behavior could be a problem.

A score of 3-5 is an indication that the behavior needs to be addressed.

Notes
