

# Team Health Check

To figure out where your team can improve, look at the different performance criteria that are relevant for you. In addition, reflect on whether your team meets the four enabling conditions.

This analysis does not solely work to assess where you can improve your team performance. Moreover, it is an excellent method to check regularly on your team's 'health.'

## Performance Criteria

To understand how your team is performing, ask yourself at a scale from 1 (highly disagree) to 5 (highly agree).

### The team is delivering good results

Are our recipients (senior management; business units; customers) happy with what the team produces?

highly disagree  1  2  3  4  5 highly agree

### Reasonable use of resource

Are we delivering results with a reasonable budget to the recipient?

highly disagree  1  2  3  4  5 highly agree

Are we delivering results with a reasonable time frame to the recipient?

highly disagree  1  2  3  4  5 highly agree

### The team is learning

Are we moving forward as a team, learning new skills and abilities and ways of working together?

highly disagree  1  2  3  4  5 highly agree

Is this learning useful to our organization?

highly disagree  1  2  3  4  5 highly agree

### The team is getting along

Are team members feeling well, encountering a reasonable amount of stress and comfortable working together?

highly disagree  1       2       3       4       5 highly agree

### Individual team members are getting ahead

Is being part of this team helping team members achieve what they want on a personal level?

highly disagree  1       2       3       4       5 highly agree

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## Enabling Conditions

To understand which enabling conditions you can work on to improve your team's performance, ask yourself at a scale from 1 (highly disagree) to 5 (highly agree).

### A compelling direction

Do we have a clear direction for where to go in the short and long term work?

highly disagree  1       2       3       4       5 highly agree

Do members share the same understanding about what is known and what is still unknown about goals and objectives?

highly disagree  1       2       3       4       5 highly agree

### A strong structure

Do we have the right mix of team members?

highly disagree  1       2       3       4       5 highly agree

Do we have the right number of team members?

highly disagree  1       2       3       4       5 highly agree

Do we give and get constructive and timely feedback?

highly disagree  1       2       3       4       5 highly agree

Is it clear to everyone in the team who does what, and are people being help accountable for their work?

highly disagree  1       2       3       4       5 highly agree

Do we have clear norms for how we interact within the team?

highly disagree  1       2       3       4       5 highly agree

### A supportive context

Does our team have a reasonable budget and deadline for our work?

highly disagree  1       2       3       4       5 highly agree

Do we get the necessary training?

highly disagree  1       2       3       4       5 highly agree

Are we evaluated on performance criteria that allow us both to get along as a team AND to get ahead in our individual careers?

highly disagree  1       2       3       4       5 highly agree

### A shared mindset

Do we understand each other's goals, perspectives, and situations in the team?

highly disagree  1       2       3       4       5 highly agree