

TOOL

ASSESSING YOUR TEAM CLIMATE: COMPONENTS FOR ESTABLISHING THE RIGHT CLIMATE

Five essential components for establishing the right climate are considered in the questions below. Use the following scale to indicate your level of agreement with each item. Give each item a rating or numerical score. Next, add the items to arrive at a total score for each component. This tool is from Craig E. Runde and Tim A. Flanagan, *Building Conflict Competent Teams* (San Francisco, CA: Jossey-Bass, 2008) 200–208.

Scale:

4=I agree

3=I agree more than I disagree

2=I disagree more than I agree

1=I disagree

Attitudes

_____ Most team members approach conflict as an opportunity rather than an obstacle.

_____ Most team members have had experience dealing with difficult conflicts in the past.

_____ As a general rule, nobody on the team fears or avoids conflict.

_____ We have shared our perspectives and views about conflict.

_____ My teammates would agree that the differences should be embraced, not eliminated.

_____ **Attitudes Total**

Trust

_____ I believe that my teammates have my best interests at heart.

_____ My teammates are skilled and capable of producing excellent results.

_____ My teammates share the same basic values.

_____ Our team leader is trustworthy.

_____ I believe that my teammates have integrity and communicate with me honestly.

_____ **Trust Total**

Safety

_____ Team members show genuine empathy and concern for one another.

_____ I am willing to take risks and be vulnerable with my teammates.

_____ Team members are willing to disagree even when in the minority.

_____ Team members are never taken advantage of by others on the team.

_____ Team members have a strong sense of mutual respect.

_____ **Safety Total**

Working Together (Behavioral Integration)

- _____ My teammates share information freely and frequently.
- _____ Team members readily give each other the benefit of the doubt when sharing views.
- _____ Teammates explore issues deeply and engage in vigorous debate.
- _____ Team members are interdependent and rely on each other heavily.
- _____ Individual team members identify themselves as members of this team to others.

_____ **Working Together Total**

Emotional Intelligence

- _____ My teammates recognize that internal conflicts are inevitable and natural.
- _____ My team has discussed how we will deal with emotional issues.
- _____ Team members have shared their personal hot buttons with each other.
- _____ Most team members are adept at displaying empathy with one another.
- _____ My team knows how to cool down and slow down when things get intense.

_____ **Emotional Intelligence Total**

Individual Summary

- | | |
|------------------------------|------------------------|
| _____ Attitudes | _____ Trust |
| _____ Safety | _____ Working Together |
| _____ Emotional Intelligence | |

Team Total Summary

-
- | | |
|------------------------------|------------------------|
| _____ Attitudes | _____ Trust |
| _____ Safety | _____ Working Together |
| _____ Emotional Intelligence | |

Team Averages

-
- | | |
|------------------------------|------------------------|
| _____ Attitudes | _____ Trust |
| _____ Safety | _____ Working Together |
| _____ Emotional Intelligence | |

Analysis and Suggestions [for Assessing Your Team Climate]

Add all team members' total component scores together to determine a team total for each component. Then divide each team total by the number of team members who completed the checklist. This results in a team average score for each component. The components with the lowest relative averages are most in need of attention for establishing the right team climate.

Use the following guidelines to assess your team's effectiveness:

3.5 and higher: This is a team strength area.

- Actively reinforce teammates who demonstrate effectiveness.
- Consider how this strength can be leveraged in other areas for improvement.
- Celebrate!

2.9 to 3.4: This score range is solid but could be improved.

- Schedule time during a team meeting to discuss this area.
- Actively reinforce teammates who demonstrate effectiveness.

2.0 to 2.8: This area is in definite need of improvement.

- Schedule a single topic team meeting to address this area.
- [Consider consulting the mission center president.]

1.9 and lower: This is cause for real concern.

- Ask all team members to spend time reflecting on this issue.
- [Contact mission center president to request facilitator for assistance.]