

Collaboration: How Are We Doing?

Achieving greater results together. Shared wisdom, shared resources, shared vision.

Pick the number that best represents the state of teamwork in your team/organization:

Success Measures	1	2	3	4	5	6	7	8	9	Score
Shared Wisdom	At the end of the day, the loudest voice wins.			Opinions are asked. Sometimes I think they are considered but not always.			Different points of view are valued and encouraged. Decisions are made after considering multiple perspectives.			
Shared Resources	We have a scarcity mindset. We are fighting over resources, looking out for ourselves and focus our own projects.			We seek a balance between our own priorities and the priorities of the team. When push comes to shove, we lean more on individual success over team results.			We are in this together. We divide resources in the most effective way to reach our common goal.			
Shared Vision	It feels like we are in different boats, all going in different directions. We're not quite sure where we're headed and we're all going about it in our own way.			We are in the same boat, but paddling different directions. We know what is expected of us, but are going about it in different ways.			We are in the same boat, paddling in the same direction. Our vision as a team is clear and we all know our parts.			
							Total Team Work Score			

Agility: How Are We Doing?

Building some flex in our knees. Expect friction, embrace tension and pivot strategically.

Pick the number that best represents how conflict is used as a tool in your team:

Success Measures	1	2	3	4	5	6	7	8	9	Score
Expect Friction	We hide from conflict or bury it. What conflict?			We have no problem debating the technical stuff, but the personal friction is harder for us. Passive aggressive hints is our tool of choice.			We are not surprised or afraid of some healthy conflict. In fact it is mostly encouraged and seen as a way to get better results.			
Embrace Tension	We prefer not to rock the boat and feel most comfortable with like minded people. Lets stay within our tribe.			Depends on the day. Sometimes we embrace tensions and differences in opinions or styles and other times we don't.			We go out of way to actively look for and mind for conflict. Even if we don't necessarily have diversity in styles in the room.			
Pivot Strategically	Conflict paralyzes us rather than propels us forward.			Conflict is mostly helpful, but we tend to hold grudges which slows us down.			Even though things can get heated we often emerge stronger and with a better outcome.			
									Total Team Work Score	

Innovation: How Are We Doing?

Adopting a fail forward attitude. Fail quickly, fail often, but most importantly fail forward.

Pick the number that best represents how failure is used as a tool in your team:

Success Measures	1	2	3	4	5	6	7	8	9	Score
Fail Often	Failure is discouraged and we do everything we can to avoid it.			Our leaders openly talk about failure and mostly encouraged it. Although this is not always consistently practiced.			Failure is seen as a learning opportunity to grow and develop.			
Fail Quickly	Failure gets us stuck. We spend most of our time finger pointing and blaming.			We do our best to get to the root cause of any failure and make sure it doesn't happen again.			We have a good balance between analyzing a failure and moving forward without getting stuck in the past.			
Fail Forward	We are cautious about failure and because of this we often don't act until we are certain it will work.			We learn from our mistakes and are able to change our processes and strategy when we hit a road block.			We like testing the waters. If we launch something and it doesn't work we take this as data and adjust quickly. We use failure as a learning lab.			
									Total Team Work Score	

Partnerships: How Are We Doing?

Developing strong partnership relationships with clients, colleagues, team members and competing business units.

Pick the number that best represents how failure is used as a tool in your team:

Success Measures	1	2	3	4	5	6	7	8	9	Score
Customer Centric	Rarely does the customer viewpoint impact our work or actions.			We tend to lean toward being overly responsive to customer feedback. This sometimes impacts our overall strategy and vision. We are more reactionary than strategic.			We are in it for the long game. We take customer feedback and integrate it with our vision and long term plan adjusting when needed.			
Tribal Work	I'm on my own here. Everyone is out for themselves.			There are pockets of community within this team. I generally feel safe, accepted and valued.			We have each other's back. We see that there is strength in a team and we do the hard work to make this happen.			
As a Whole	When working with another department or division it feels like working with someone from another planet. There are definitely silos here.			There are some divisions we are closer with than others. We try to build bridges where we can.			We actively engage other divisions and purposely work on our relationship and synergies, especially in areas we work closely with.			
									Total Team Work Score	