

What Stage is Your Team At?

Choose the **8 statements** that most accurately describe the typical characteristics of your team.

1. People don't know each other that well	
2. There is a clear and accepted way of doing things	
3. Everyone is proud to be part of the team	
4. Everyone is keen to get on with the task, but we can't agree the best way	
5. We lack clarity about what we are supposed to do	
6. Individuals try to gain position and power within the group	
7. We operate very efficiently	
8. We are still finding how best to do things	
9. Problem solving is creative, but isn't always successful	
10. The roles and responsibilities of each member are known	
11. People tend to be quite formal and polite	
12. The team functions well even when the leader isn't there	
13. We generally achieve what we need to	
14. There is often conflict between members	
15. People generally trust each other	
16. Team members encourage and support each other to continuously improve	
17. We need clear rules, processes and guidelines to get things done	
18. We share ideas and help each other out	
19. There is a lot of enthusiasm and ideas within the team	
20. The leader is liked and respected	

21. We rely on a leader telling us what to do	
22. Everyone in the team is self-motivated	
23. We tend to get quite emotional with each other	
24. People aren't open with each other: there is a lack of trust	
25. Sub-groups (cliques) are evident	
26. Team members anticipate each others needs and are pro-active about helping each other	
27. Communication is clear, open and two-way	
28. Conflict is handled openly and resolved quickly	
29. Roles and responsibilities aren't clear	
30. The leader is often challenged	
31. Overall, we get on well for most of the time	
32. People consider team needs first and individual needs second	

Scoring the Questionnaire

Now place a tick against each statement that you identified as being like your team.

Column A		Column B		Column C		Column D	
1	<input type="checkbox"/>	4	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>
5	<input type="checkbox"/>	6	<input type="checkbox"/>	10	<input type="checkbox"/>	7	<input type="checkbox"/>
8	<input type="checkbox"/>	9	<input type="checkbox"/>	13	<input type="checkbox"/>	12	<input type="checkbox"/>
11	<input type="checkbox"/>	14	<input type="checkbox"/>	15	<input type="checkbox"/>	16	<input type="checkbox"/>
17	<input type="checkbox"/>	19	<input type="checkbox"/>	18	<input type="checkbox"/>	22	<input type="checkbox"/>
21	<input type="checkbox"/>	23	<input type="checkbox"/>	20	<input type="checkbox"/>	26	<input type="checkbox"/>
24	<input type="checkbox"/>	25	<input type="checkbox"/>	27	<input type="checkbox"/>	28	<input type="checkbox"/>
29	<input type="checkbox"/>	30	<input type="checkbox"/>	31	<input type="checkbox"/>	32	<input type="checkbox"/>
Total		Total		Total		Total	

Now identify which is your highest scoring column.

- If you scored mostly As, your team is still FORMING.
- If you scored mostly Bs, your team is STORMING
- If you scored mostly Cs, your team is NORMING
- If you scored mostly Ds, your team is PERFORMING.

If you have 2 equal scores, it is likely that your team is going through a transition OR works more effectively in some situations than in others.