

Team Effectiveness Questionnaire

An original reflection tool for team discussion, not a validated scientific scale or a diagnostic score. Use the five named models as lenses, not as claims that these are their authors' survey items.

How to use: individually mark each statement **Often** / **Sometimes** / **Rarely** / **Unsure** based on recent examples. Discuss differences in experience without identifying or ranking individuals. Agree one practice to test, and revisit it in a month. Do not treat totals as a validated measure.

1 · TRUST AND PRODUCTIVE CONFLICT (LENCIONI LENS)

1. We can acknowledge mistakes without fearing a personal attack. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
2. Disagreement about ideas is welcomed in team discussions. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
3. We leave debates knowing what was decided. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
4. We respectfully hold one another to agreed commitments. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

2 · DIRECTION AND ENABLING CONDITIONS (HACKMAN LENS)

5. Our shared purpose is clear enough to guide trade-offs. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
6. Team membership and responsibilities are clear. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
7. We have the information and resources needed to deliver. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
8. We have time to reflect on how we work, not only what we deliver. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

3 · SPEAKING UP AND LEARNING (EDMONDSON LENS)

9. People can ask for help before a problem becomes urgent. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
10. We raise risks and concerns even when they are inconvenient. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
11. Questions are met with curiosity rather than embarrassment. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
12. After setbacks, we examine the work rather than blame a person. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

4 · TEAM DEVELOPMENT (TUCKMAN LENS)

13. New members know how to learn our ways of working. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
14. We discuss tensions when roles or priorities change. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
15. Our team norms are explicit and updated when needed. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
16. We adjust how we collaborate as work and membership evolve. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

5 · TEAM AI READINESS (PRACTICAL WORK-DESIGN LENS)

17. We agree when AI use is appropriate for our work. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
18. We check AI-assisted output in proportion to the stakes. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
19. People know who owns decisions involving AI-assisted work. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure
20. We can raise uncertainty about AI use without being dismissed. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

DISCUSS AND ACT

Where did experiences differ most? What example helps us understand that difference? Which single behaviour will we change? Who will take the first step, and when will we review it?

Model lenses: Lencioni's five dysfunctions; Hackman's conditions for effectiveness; Edmondson's psychological safety; Tuckman's stages. These statements are Growth Performance's original discussion prompts, not reproductions of published questionnaires.