Growth Performance

20 TEAM REFLECTION ITEMS

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)

We can acknowledge mistakes without fearing a personal attack. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

Disagreement about ideas is welcomed in team discussions. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We leave debates knowing what was decided. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We respectfully hold one another to agreed commitments. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

2 · DIRECTION AND ENABLING CONDITIONS (HACKMAN LENS)

Our shared purpose is clear enough to guide trade-offs. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

Team membership and responsibilities are clear. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We have the information and resources needed to deliver. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

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)

People can ask for help before a problem becomes urgent. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We raise risks and concerns even when they are inconvenient. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

Questions are met with curiosity rather than embarrassment. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

After setbacks, we examine the work rather than blame a person. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

4 · TEAM DEVELOPMENT (TUCKMAN LENS)

New members know how to learn our ways of working. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We discuss tensions when roles or priorities change. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

Our team norms are explicit and updated when needed. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We adjust how we collaborate as work and membership evolve. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

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

We agree when AI use is appropriate for our work. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

We check AI-assisted output in proportion to the stakes. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

People know who owns decisions involving AI-assisted work. ☐ Often ☐ Sometimes ☐ Rarely ☐ Unsure

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.

Want help putting this into practice?

Growth Performance builds the human advantage in an AI-driven world, with people, teams and leaders.

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