



The Five Dysfunctions of a Team – Team Assessment

The primary purpose of this assessment is to provide you with a sense of your team’s unique strengths and areas for improvement.

INSTRUCTIONS

- Please assign a rating to each statement. It is essential to the accurate scoring of this instrument.
- Please evaluate the statements honestly and be as objective as possible. Be thoughtful about your responses, but don’t agonize over each response. Your initial “gut feel” is usually best.
- Use the scale, below to indicate how each statement applies to your team.
- When you have completed the Team Assessment, transfer your ratings to the scoring page.

Use the scale below to indicate how each statement applies to your team. Be sure to evaluate the statements honestly and without over thinking the answers.

3 = Usually

2 = Sometimes

1 = Rarely

- ___1. Team members are passionate and unguarded in their discussion of issues.
- ___2. Team members call out one another’s deficiencies or unproductive behaviors.
- ___3. Team members know what their peers are working on and how they contribute to the collective good of the team.
- ___4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
- ___5. Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team.
- ___6. Team members openly admit their weaknesses and mistakes.
- ___7. Team meetings are compelling and not boring.
- ___8. Team members leave meetings confident that their peers are completely committed to the decisions agreed upon during the meeting, even if there was initial disagreement.
- ___9. Morale is significantly affected by the failure to achieve team goals.
- ___10. During Team meetings, the most important and most difficult issues are put on the table to be resolved.
- ___11. Team members are deeply concerned about the prospect of letting down their peers.
- ___12. Team members know about one another’s personal lives and are comfortable discussing them.
- ___13. Team members end discussions with clear and specific resolutions and calls to action.
- ___14. Team members challenge one another about their plans and approaches.
- ___15. Team members are slow to seek credit for their own contributions but quick to point out those of others.



Individual Scoring

Combine your Scores for the fifteen statements as indicated below.

Dysfunction 1: Absence of Trust	Dysfunction 2: Fear of Conflict	Dysfunction 3: Lack of Commitment	Dysfunction 4: Avoidance of Accountability	Dysfunction 5: Inattention to Results
Statement 4 _____	Statement 1 _____	Statement 3 _____	Statement 2 _____	Statement 5 _____
Statement 6 _____	Statement 7 _____	Statement 8 _____	Statement 11 _____	Statement 9 _____
Statement 12 _____	Statement 10 _____	Statement 13 _____	Statement 14 _____	Statement 15 _____
Total: _____	Total: _____	Total: _____	Total: _____	Total: _____

A score of 8 or 9 indicates that the dysfunction is probably not a problem for your team.

A score of 6 or 7 indicates that the dysfunction could be a problem.

A score of 3 to 5 indicates that the dysfunction needs to be addressed.

Contact Cindy Tomcak to learn more about how to create a cohesive team.

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