Leading Teams • Achieve More Together

Scorecard—Station 1 Responses

For each Team Effectiveness Factor on pages 1–6, select the three survey items you categorized for the factor. Select no more than three items per page. Note: You can clear the form using the button on the right, but this will clear all forms in the document. You will have to redo your selections.

Shared Purpose

Select the three items you identified for **Shared Purpose**.

Clear Form

- My team likes to experiment and try new ways to solve problems.
- 4. There is a high level of trust, comfort, and understanding on my team.
- 7. My team members are respectful and understanding.
- 10. I understand why my team exists and what it's trying to accomplish.
- 13. My team intentionally invites everyone's input and incorporates it in collective activities, such as brainstorming.
- Team members know their boundaries when making decisions and assigning work.

- 2. My team members share relevant information openly and clearly.
- 5. When working together, my team is capable of effectively resolving conflict.
- 8. On my team, individual goals, responsibilities, and expected contributions are clear.
- 11. My team works on assignments that challenge us to learn and grow.
- 14. I feel like my teammates guide and coach me.
- 17. My team has clear processes on how to plan, track, document, and manage work.

- 3. My team effectively shares progress, gathers feedback, and approves work.
- My team's goals are aligned with the organization's.
- 9. On my team, there is a good match between individuals' qualifications, capabilities, and motivation for assigned roles.
- 12. My team prioritizes collective contribution over individual competition.
- 15. My team has sufficient time, staff, funding, and other resources to efficiently complete its work.
- 18. I understand the business impact of my team's work.



Role Clarity

Select the three items you identified for Role Clarity.



- My team likes to experiment and try new ways to solve problems.
- My team members share relevant information openly and clearly.
- 3. My team effectively shares progress, gathers feedback, and approves work.

- There is a high level of trust, comfort, and understanding on my team.
- When working together, my team is capable of effectively resolving conflict.
- My team's goals are aligned with the organization's.

- 7. My team members are respectful and understanding.
- On my team, individual goals, responsibilities, and expected contributions are clear.
- On my team, there is a good match between individuals' qualifications, capabilities, and motivation for assigned roles.

- I understand why my team exists and what it's trying to accomplish.
- My team works on assignments that challenge us to learn and grow.
- My team prioritizes collective contribution over individual competition.

- My team intentionally invites everyone's input and incorporates it in collective activities, such as brainstorming.
- I feel like my teammates guide and coach me.
- 15. My team has sufficient time, staff, funding, and other resources to efficiently complete its work.

- Team members know their boundaries when making decisions and assigning work.
- 17. My team has clear processes on how to plan, track, document, and manage work.
- 18. I understand the business impact of my team's work.

Enabling Processes

Select the three items you identified for **Enabling Processes**.



- My team likes to experiment and try new ways to solve problems.
- My team members share relevant information openly and clearly.
- 3. My team effectively shares progress, gathers feedback, and approves work.

- 4. There is a high level of trust, comfort, and understanding on my team.
- When working together, my team is capable of effectively resolving conflict.
- My team's goals are aligned with the organization's.

- 7. My team members are respectful and understanding.
- On my team, individual goals, responsibilities, and expected contributions are clear.
- On my team, there is a good match between individuals' qualifications, capabilities, and motivation for assigned roles.

- I understand why my team exists and what it's trying to accomplish.
- My team works on assignments that challenge us to learn and grow.
- My team prioritizes collective contribution over individual competition.

- My team intentionally invites everyone's input and incorporates it in collective activities, such as brainstorming.
- I feel like my teammates guide and coach me.
- 15. My team has sufficient time, staff, funding, and other resources to efficiently complete its work.

- Team members know their boundaries when making decisions and assigning work.
- 17. My team has clear processes on how to plan, track, document, and manage work.
- 18. I understand the business impact of my team's work.

Emotional Security

Select the three items you identified for **Emotional Security**.



- My team likes to experiment and try new ways to solve problems.
- My team members share relevant information openly and clearly.
- 3. My team effectively shares progress, gathers feedback, and approves work.

- There is a high level of trust, comfort, and understanding on my team.
- When working together, my team is capable of effectively resolving conflict.
- My team's goals are aligned with the organization's.

- 7. My team members are respectful and understanding.
- On my team, individual goals, responsibilities, and expected contributions are clear.
- On my team, there is a good match between individuals' qualifications, capabilities, and motivation for assigned roles.

- I understand why my team exists and what it's trying to accomplish.
- My team works on assignments that challenge us to learn and grow.
- My team prioritizes collective contribution over individual competition.

- My team intentionally invites everyone's input and incorporates it in collective activities, such as brainstorming.
- I feel like my teammates guide and coach me.
- 15. My team has sufficient time, staff, funding, and other resources to efficiently complete its work.

- Team members know their boundaries when making decisions and assigning work.
- 17. My team has clear processes on how to plan, track, document, and manage work.
- 18. I understand the business impact of my team's work.

Collaborative Spirit

Select the three items you identified for Collaborative Spirit.



- My team likes to experiment and try new ways to solve problems.
- My team members share relevant information openly and clearly.
- 3. My team effectively shares progress, gathers feedback, and approves work.

- There is a high level of trust, comfort, and understanding on my team.
- When working together, my team is capable of effectively resolving conflict.
- My team's goals are aligned with the organization's.

- 7. My team members are respectful and understanding.
- On my team, individual goals, responsibilities, and expected contributions are clear.
- On my team, there is a good match between individuals' qualifications, capabilities, and motivation for assigned roles.

- I understand why my team exists and what it's trying to accomplish.
- My team works on assignments that challenge us to learn and grow.
- My team prioritizes collective contribution over individual competition.

- My team intentionally invites everyone's input and incorporates it in collective activities, such as brainstorming.
- I feel like my teammates guide and coach me.
- 15. My team has sufficient time, staff, funding, and other resources to efficiently complete its work.

- Team members know their boundaries when making decisions and assigning work.
- 17. My team has clear processes on how to plan, track, document, and manage work.
- 18. I understand the business impact of my team's work.

Growth Orientation

Select the three items you identified for Growth Orientation.



- My team likes to experiment and try new ways to solve problems.
- My team members share relevant information openly and clearly.
- 3. My team effectively shares progress, gathers feedback, and approves work.

- There is a high level of trust, comfort, and understanding on my team.
- When working together, my team is capable of effectively resolving conflict.
- 6. My team's goals are aligned with the organization's.

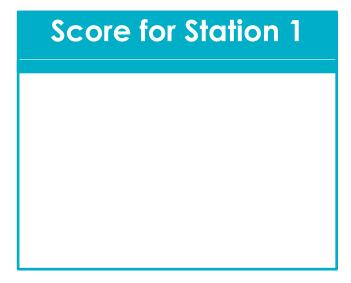
- 7. My team members are respectful and understanding.
- On my team, individual goals, responsibilities, and expected contributions are clear.
- On my team, there is a good match between individuals' qualifications, capabilities, and motivation for assigned roles.

- I understand why my team exists and what it's trying to accomplish.
- My team works on assignments that challenge us to learn and grow.
- My team prioritizes collective contribution over individual competition.

- My team intentionally invites everyone's input and incorporates it in collective activities, such as brainstorming.
- I feel like my teammates guide and coach me.
- 15. My team has sufficient time, staff, funding, and other resources to efficiently complete its work.

- Team members know their boundaries when making decisions and assigning work.
- 17. My team has clear processes on how to plan, track, document, and manage work.
- 18. I understand the business impact of my team's work.

This box will populate your score once you have selected all your survey items. Please don't attempt to edit or adjust this score.



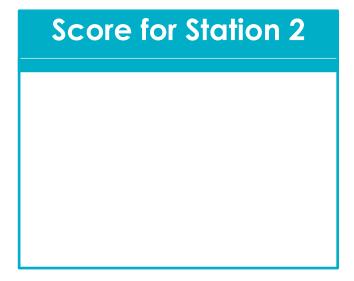


Scorecard—Station 2 Responses

Select the appropriate items below to record the top **three symptoms** your team agreed on for the "Time to Innovate" team. Select no more than three items. If you need to clear the form, use the Clear Form button on the right.

Practical Needs	Personal Needs
Shared Purpose Symptoms	Emotional Security Symptoms
1. Ambiguous team mission	14. Lack of empathy or understanding
2. Unclear team objectives	15. Excluding others
 Misalignment between team and organizational goals 	16. Disruptive team members
	17. Ignoring input
4. Unclear understanding of team impact	18. Lack of trust
Role Clarity Symptoms	Collaborative Spirit Symptoms
5. Poorly defined roles and objectives	19. Lack of interdependency
6. Person–role mismatch	20. Repeated and unresolved conflict
7. Unclear decision-making boundaries	21. Emphasis on individual success
	22. Poor communication
Enabling Processes Symptoms	Growth Orientation Symptoms
8. Insufficient resources	23. Lack of coaching or mentorship
9. Lack of workflow management	24. Overreliance on proven methods
10. Poor meeting practices	25. Lack of proactive knowledge sharing
11. Limited access to information	26. Lack of growth opportunities
12. Unclear review and approval process	
13. Lack of feedback on team experience	

This box will populate your score once you have selected the symptoms. Please don't attempt to edit or adjust this score.



Scorecard—Station 3 Responses

Select the appropriate rating under each factor to represent your assessment of the "Innovation Fund" team's performance. Select one rating for each factor.

Practical Needs	Personal Needs
Shared Purpose	Emotional Security
Poor	Poor
Moderate	Moderate
Strong	Strong
Role Clarity	Collaborative Spirit
Poor	Poor
Moderate	Moderate
Strong	Strong
Enabling Processes	Growth Orientation
Poor	Poor
Moderate	Moderate
Strong	Strong

This box will populate your score once you have selected your ratings. Please don't attempt to edit or adjust this score.

