

6C's Questionnaire - Team Dynamics

This questionnaire is intended to raise your awareness of the elements that contribute to healthy team dynamics, and to allow you a first analysis of your team and its ability to generate positive outcomes in changing times. Rate your team according to the extent to which you think the following statements are true. We recommend you share this questionnaire with 2-3 members of your team to allow for several perspectives in this analysis.

Please using the following ratings in your assessment:

- 1 Not at all
- 2 To a small extent
- 3 To some extent
- 4 To a large extent
- 5 Completely

		Your score
1	Team members appreciate and value the contributions of the others in the team	
2	Team members are clear about the purpose of our work	
3	Team members have agreed work procedures which they adhere to	
4	Team members communicate respectfully and with civility with each other	
5	Team members feel comfortable speaking their minds, knowing they will be listened to respectfully	
6	Team members are confident in my leadership	
7	Team members know and understand each other	
8	Team members understand how their contribution fits into the wider organisational and European context	
9	Team members respect and adhere to clear work standards	
10	Team members speak openly and honestly to each other	
11	Each member of the team contributes in meetings and discussions	
12	Team members feel empowered to carry out their work with minimal supervision	
13	Team members acknowledge and work well with different work styles and personalities	
14	Team members understand the team's objectives and how their individual objectives contribute to these	
15	Team members feel accountable to each other and hold each other accountable	
16	Team members are mature enough to disagree constructively with each other	
17	Team members care about each other and are sensitive to each other's feelings	
18	Team members are eager to learn and develop as individuals and as a team	
19	Team members have clearly defined roles and responsibilities	
20	Team members are clear about the results expected from the team	
21	Team members have discussed and agreed on how they work together and collaborate	
22	Team members are willing to raise difficult topics for discussion and ask challenging questions	
23	The atmosphere in my team is positive and friendly	
24	Team members make a point of learning from experiences	
25	New members are integrated quickly and effectively into my team	
26	Team members are clear about our priorities	
27	Team members share information and knowledge often and willingly	
28	Team members speak positively with and of each other	
29	Team members openly admit weaknesses and mistakes	
30	Team members demonstrate resilience and adaptability	
31	Team members are mindful of the importance of diversity and are inclusive in the way they work	
32	Team members are inspired to work energetically towards the team's goals	
33	Team members actively support and help each other out	
34	Team meetings are compelling, not boring	
35	Team members look at failures or errors as opportunities for learning and improvement	
36	Team members seek feedback from me on regular basis	
37	Team members know about each others' personal lives and are comfortable discussing them	
38	Team members willingly make sacrifices in their individual work for the good of the team	
39	Team members are concerned about the prospect of letting down their peers	
40	During team meetings, the most important and difficult issues are put on the table to be resolved	
41	Team members feel comfortable bringing out-of-the-box suggestions for team discussion	

Scores

Questions 1+7+13+19+25+31+37 (Composition)

Questions 2+8+14+20+26+32+38 (Clarity)

Questions 3+9+15+21+27+33+39 (Collaboration)

Questions 4+10+16+22+28+34+40 (Communication)

Questions 5+11+17+23+29+35+41 (Climate)

Questions 6+12+18+24+30+36+42 (Coaching)

Total Score

--

What do we tend to do well as a team?

--

What areas require more focus in the team?

--

What are YOUR personal challenges with regards to maintaining healthy team dynamics?

--

Thank you for taking time to complete the questionnaire.

Please email the completed questionnaire to the trainer after your dialogue & print a copy to bring to the course

You will get the trainer's email address after your dialogue