

# HIGH PERFORMANCE TEAM ASSESSMENT

A NOTE FROM MARK — In **Smart Leadership** while exploring the first Smart Choice to Confront Reality, I encouraged you to Review Your Crew. This is a **critical step** as you work to scale your impact. I agree with John Maxwell, your success will be determined by those closest to you – a.k.a. your team.

In **Smart Leadership**, you found seven questions with some context and commentary to help you begin your evaluation of your team (pages 75 – 86). Because you downloaded this resource, I assume you want to go a little deeper. The following assessment will help. In it you will find twenty statements for your review. All of these attributes were derived from our decades-long study and exploration of what great team know and do.

In summary, High Performance Teams are built by leaders who focus on Talent, Skills, and Community. I know that may sound simple, but make no mistake, it will require your best leadership to create your own High Performance Team. For a more in-depth look at all of these elements, you can check out my book, **The Secret of Teams**.

A final word before you proceed. You certainly need to complete the assessment, but you also need to ask you team to do so as well. Chances are good you and your team will agree on some obvious strengths and weakness. However, the greatest value from this exercise will most likely be found in the items where you see the situation differently. These differing perceptions will provide a window into your team's current reality and an opportunity for deep, revealing, and potentially transformational conversations. You will never determine the true health of your team until you understand **their** reality.

Remember, regardless of where your team is today, do not be discouraged! You do not have to stay where you are... but you do have to start there.

## THE SECRET OF TEAMS: WHAT GREAT TEAMS KNOW AND DO

Rate each statement using the following scale:

**5** = Completely Agree

**4** = Partially Agree

**3** = Neither Agree or Disagree

**2** = Partially Disagree

**1** = Completely Disagree

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### TALENT

- \_\_\_ Every member of the team thinks holistically about the business.
- \_\_\_ Every member of the team is a team player.
- \_\_\_ The team members represent diverse perspectives on the business.
- \_\_\_ The team members are committed to personal and professional growth.
- \_\_\_ The individual members of the team are in the right roles within the organization.

**TOTAL** \_\_\_

### SKILLS

- \_\_\_ The team has a disciplined approach to problem solving that works.
- \_\_\_ Data plays a critical role in the team's efforts to solve problems.
- \_\_\_ The team is capable of conducting an effective meeting.
- \_\_\_ The team has demonstrated the ability to resolve conflict within the team.
- \_\_\_ Individual members of the team possess the skills needed to do their job well.

**TOTAL** \_\_\_



**COMMUNITY**

- \_\_\_ The team members know each other's story (personal and professional).
- \_\_\_ The team members care deeply about every other member of the team.
- \_\_\_ The team regularly celebrates the accomplishments of individual members.
- \_\_\_ Members of the team go out of their way to serve each other.
- \_\_\_ The team is doing life together.

**TOTAL** \_\_\_**LEADERSHIP**

- \_\_\_ The leader communicates a clear vision for the future of the team.
- \_\_\_ The leader delegates real responsibility to the team.
- \_\_\_ The leader expects the team to manage their own work.
- \_\_\_ The leader has established clear boundaries for the team.
- \_\_\_ The leader encourages the team and the individual members.

**TOTAL** \_\_\_**NEXT STEPS**

After you've completed this assessment, consider asking your team to do the same. Compare your answers. Talk about the statements where your ratings are significantly different. Involve the team in creating a plan for improvement. Repeat the assessment in six months. Celebrate your progress!

