

## Team Profile Assessment

Review each statement and rate it on a scale of 1 to 5 (5 is high and 1 is low). Be consistent.

### Buffering

#### Building trust

1. Evidence of leader leading by example
2. Evidence of open communication channels
3. Healthy working relationships within the team

#### Sharing leadership

4. Evidence of appropriate democratic decision-making
5. A climate of enterprise and initiative and autonomy to make decisions
6. A willingness by the leader to adopt a coaching leadership style

### Being agile

7. Evidence of innovation and continuous improvement
8. A commitment to speedy processing, quick recovery from mistakes
9. Responsiveness to stakeholders

### Bridging

#### Creating purpose

10. Evidence of a clear team purpose
11. A commitment to that a team purpose
12. A willingness to communicate purpose beyond the team

#### Managing stakeholders

13. Evidence of setting and managing expectations
14. Ability to engage and work with stakeholders
15. Readiness to understand the needs of stakeholders

### Building

#### Improving systems

16. Evidence of creating opportunities to examine the team's systems
17. Holding regular improvement discussions and debriefs
18. Involving all team members in systems improvement

**Utilizing diversity**

19. Evidence of exposing the team to new perspectives ☐

20. Tackling bias ☐

21. Using different thinking styles to problem solve ☐

**Learning continuously**

22. Evidence of an on-going commitment to learning ☐

23. A balanced learning agenda of job-, person-, and problem-centered approaches ☐

24. A climate of learning continuously ☐

\*If you would like to complete the 360-degree feedback profile with your team contact Dr. Tim Baker [tim@winnersatwork.com.au](mailto:tim@winnersatwork.com.au) or call on 61 413 636 832