

Teamwork Quickscale

1 Balance (between task and people, inquiry and advocacy, work and play)

1 2 3 4 5 6 7

The team was out of whack, and consistently overemphasized one or the other.

The team was characterized by its ability to integrate key things, including empathetic listening and curiosity, and focus on the task effectively and efficiently.

2 Getting the job done

1 2 3 4 5 6 7

The team did not get the job done well and the process and product suffered as a result.

The team was terrific at getting the job done and created an excellent product.

3 Diversity

1 2 3 4 5 6 7

The team tolerated diversity but often ignored or frustrated members with different views or styles. People were hesitant to acknowledge differences.

The team celebrated diversity and found ways to use it as a strength. Members openly acknowledged and talked about their differences.

4 Creative and flexible approaches

1 2 3 4 5 6 7

The team rigidly adhered to analysis or was ineffective at attempts to brainstorm and creatively play with ideas.

The team was able to mess up and clean up. Appropriate risk taking, humour, and play contributed to the team's success.

5 Effective meetings

1 2 3 4 5 6 7

Use of time, people and energy was a mess, and the meetings left people with less energy than when they started.

The meetings were great; wise use of time, good balance and good dynamics. They made the most of the time together.

6 Overall assessment

1 2 3 4 5 6 7

The team performed poorly, and did not seem to enjoy the process.

This was a valuable team experience, and the process and results were great.