

**Figure 5.8 Worksheet—Teamwork Questionnaire**

**Directions:** This questionnaire contains statements about teamwork. Next to each question, indicate how often your team displays each behavior by using the following scoring system:

**1 = Almost never, 2 = Seldom, 3 = Occasionally, 4 = Frequently, 5 = Almost always**

1. \_\_\_\_\_ We try to have set procedures or protocols to ensure that things are orderly and run smoothly (e.g., minimize interruptions, everyone gets the opportunity to have a say).
2. \_\_\_\_\_ We are quick to get on with the task at hand and do not spend too much time in the planning stage.
3. \_\_\_\_\_ Our team feels that we are all in it together and share responsibilities for the team's success or failure.
4. \_\_\_\_\_ We have thorough procedures for agreeing on our objectives and planning the way we will perform our tasks.
5. \_\_\_\_\_ Team members are afraid, or do not like, to ask others for help.
6. \_\_\_\_\_ We take our team's goals and objectives literally and assume a shared understanding.
7. \_\_\_\_\_ The team leader, or facilitator, tries to keep order and contributes to the task at hand.
8. \_\_\_\_\_ We do not have fixed procedures; we make them up as the task or project progresses.
9. \_\_\_\_\_ We generate lots of ideas, but we do not use many because we fail to listen to them and reject them without fully understanding them.
10. \_\_\_\_\_ Team members do not fully trust the other members and closely monitor others who are working on a specific task.
11. \_\_\_\_\_ The team leader, or facilitator, ensures that we follow the procedures, do not argue, do not interrupt, and keep to the point.
12. \_\_\_\_\_ We enjoy working together; we have a fun and productive time.
13. \_\_\_\_\_ We have accepted each other as members of the team.
14. \_\_\_\_\_ The team leader is democratic and collaborative.
15. \_\_\_\_\_ We are trying to define the goal and what tasks need to be accomplished.

16. \_\_\_\_\_ Many of the team members have their own ideas about the process, and personal agendas are rampant.
17. \_\_\_\_\_ We fully accept each other's strengths and weaknesses.
18. \_\_\_\_\_ We assign specific roles to team members (e.g., team leader, facilitator, time-keeper, note-taker)
19. \_\_\_\_\_ We try to achieve harmony by avoiding conflict.
20. \_\_\_\_\_ The tasks are very different from what we imagined and seem very difficult to accomplish.
21. \_\_\_\_\_ There are many abstract discussions of the concepts and issues; some members get impatient with these discussions.
22. \_\_\_\_\_ We are able to work through group problems.
23. \_\_\_\_\_ We argue a lot even though we agree on the real issues.
24. \_\_\_\_\_ The team is often tempted to go above and beyond the original scope of the project.
25. \_\_\_\_\_ We express criticism of others constructively.
26. \_\_\_\_\_ There is a close attachment to the team.
27. \_\_\_\_\_ It seems as if little is being accomplished with the project's goals.
28. \_\_\_\_\_ The goals we have established seem unrealistic.
29. \_\_\_\_\_ Although we are not fully sure of the project's goals and issues, we are excited and proud to be on the team.
30. \_\_\_\_\_ We often share personal problems with each other.
31. \_\_\_\_\_ There is a lot of resistance to the tasks at hand and to quality improvement approaches.
32. \_\_\_\_\_ We get a lot of work done.