

Exercise #6: 5 Levels of Team Jeopardy

Objectives: To identify the present stage of the teamwork model that your team is presently operating in.

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:

- Almost never - 1
- Seldom - 2
- Occasionally - 3
- Frequently - 4
- Almost always - 5

Assessment

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 their say).
2. ____ We are quick to get on with the task on hand and do not spend too much time in the planning stage.
3. ____ Our team feels that we are all in it together and shares 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. ____ We are in the process of re-evaluating our process's and procedures. Some of them will be changing.
6. ____ Team members are afraid or do not like to ask others for help.
7. ____ We take our team's goals and objectives literally, and assume a shared understanding.
8. ____ It seems like every time I turn around some is crying or has a long sad face. I couldn't be happier that changes are facing us, so that we can move on.
9. ____ The team leader tries to keep order and contributes to the task at hand.
10. ____ We do not have fixed procedures, we make them up as the task or project progresses.
11. ____ 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.
12. ____ Team members do not fully trust the others members and closely monitor others who are working on a specific task.

13. ____ The team leader ensures that we follow the procedures, do not argue, do not interrupt, and keep to the point.
14. ____ We are often confused. Not because we don't know how to do the work, but because everything is changing.
15. ____ We enjoy working together; we have a fun and productive time.
16. ____ A few of the team members are disgruntled because only a few of us were recently acknowledged at a recent recognition event.
17. ____ We have accepted each other as members of the team.
18. ____ The team leader is democratic and collaborative.
19. ____ We are trying to define the goal and what tasks need to be accomplished.
20. ____ Many of the team members have their own ideas about the process and personal agendas are rampant.
21. ____ We fully accept each other's strengths and weakness.
22. ____ We assign specific roles to team members (team leader, facilitator, time keeper, note taker, etc.).
23. ____ We try to achieve harmony by avoiding conflict.
24. ____ The tasks are very different from what we imagined and seem very difficult to accomplish.
25. ____ The leader ensures that we spend a lot of time in preparation for the time ahead.
26. ____ There are many abstract discussions of the concepts and issues, which make some members impatient with these discussions.
27. ____ We are able to work through group problems.
28. ____ For many members, there is little energy for tasks.
29. ____ We argue a lot even though we agree on the real issues.
30. ____ The team is often tempted to go above the original scope of the project.
31. ____ We express criticism of others constructively
32. ____ There is a close attachment to the team.
33. ____ It seems as if little is being accomplished with the project's goals.
34. ____ We all know that we have worked well together as a group. We will miss those that are leaving soon.
35. ____ The goals we have established seem unrealistic.
36. ____ Although we are not fully sure of the project's goals and issues, we are excited and proud to be on the team.
37. ____ We often share personal problems with each other.
38. ____ There is a lot of resisting of the tasks on hand and quality improvement approaches.
39. ____ We get a lot of work done.
40. ____ Our group has accomplished quite a lot, especially in offering new services. This has been a time to celebrate!

Part 2 - Scoring

Next to each survey item number below, transfer the score that you give that item on the questionnaire. For example, if you scored item one with a 3 (Occasionally), then enter a 3 next to item one below. When you have entered all the scores for each question, total each of the five columns.

Item	Score	Item	Score	Item	Score	Item	Score
1.		2.		4.		3.	
6.		9.		7.		10.	
12.		11.		13.		15.	
19.		20.		17.		18.	
22.		24.		23.		21.	
26.		29.		30.		27.	
33.		35.		31.		32.	
36.		38.		37.		39.	
Total	_____	Total	_____	Total	_____	Total	_____
Forming		Storming		Norming		Performing	
Stage		Stage		Stage		Stage	
		Adjourning				Stage	

This questionnaire is to help you assess what stage your team normally operates. It is based on the "Tuckman" model of Forming, Storming, Norming, Performing, and Adjourning. The lowest score possible for a stage is 8 (Almost never) while the highest score possible for a stage is 40 (Almost always).

The highest of the five scores indicates which stage you perceive your team to normally function in. If your highest score is 32 or more, it is a strong indicator of the stage your team is in.

The lowest of the three scores is an indicator of the stage your team is least like. If your lowest score is 16 or less, it is a strong indicator that your team does not operate this way.

If two of the scores are close to the same, you are probably going through a transition phase, except:

- If you score high in both the Forming and Storming Phases then you are in the Storming Phase
- If you score high in both the Norming and Performing Phases then you are in the Performing Stage

If there is only a small difference between three or four scores, then this indicates that you have no clear perception of the way your team operates, the team's performance is

highly variable, or that you are in the storming phase (this phase can be extremely volatile with high and low points).