Suggestions for Using the
"Group-Experience Rating Form"

Objectives:

• Assess the function and behaviors of the team

• See which behaviors add to team effectiveness and which detract

• Get a sense of the various perspectives team members hold

Intended Audience:

• Members of any functional work team. This can be used easily on virtual teams with the help of technology, and data can remain anonymous if desired.

• Any facilitator, manager, consultant, or HR professional leading a team through trust-building or feedback activities

Processing the Activity:

• Ask each team member to rate the team by responding to the 18 items.

• Discuss responses in pairs or small groups first, then in large groups if you are on-site together. If done by teleconference, have the facilitator lead whole-group discussion.

• Based on responses, determine an area to work on.

Questions for Discussion:

• What are the areas of greatest strength? Greatest weakness?

• What does this rating form suggest this team needs to do differently?

• Focusing on what item will help this team the most?

Caveats, Considerations, and Variations:

• If 18 items feel like too many, divide items in half or quarters. Start smaller and eventually work through all 18 items.

• Feel free to use the items as they are, or adapt them to your own group. Remember that being analytical and linear ("The team has a problem … let's fix it") is very Western, as is the directness of the tools. But using small groups to process the tools can increase safety and security for members from different backgrounds as all team members try to acculturate to the collective norms of the organization and their own team.