
Suggestions for Using the “Team-Development Survey”

Objectives:

- Give the team feedback about itself in a number of different areas
- Gain information objectively and subjectively through numerical responses and open-ended statements

Intended Audience:

- Members of any diverse work team
- Facilitators, managers, consultants, or HR professionals leading a team through trust-building or feedback activities

Processing the Activity:

- Ask team members to fill in their responses and collect the worksheets or distribute electronically.
- The facilitator compiles data and feeds the compiled data back to the group.

Questions for Discussion:

- What does this information tell you (us) about what the team is doing well and what it is not?
- How do you account for the range in numbers (from a low score of 2 to a high score of 5, for example)?
- How do the objective data fit with your open-ended responses?
- Based on this information, what issues does the team need to address?

Caveats, Considerations, and Variations:

- You can collect this information ahead of the session and use it to plan the agenda of a team-building meeting. It legitimizes the direction you take with a group because the content comes straight out of their information. You can also use this right at the session and tabulate the data on the spot to generate discussion on various dimensions of team effectiveness. This on-the-spot tabulation can be done virtually and face-to-face.