

September HR corner

Team Scorecard

How effective are your work teams?

As a member of a work team, you need to be aware of how well your team is performing at all times. When a team isn't functioning well, you and other team members probably have a gut reaction that tells you things aren't working out, but to see where the real problems lie, you need to take a closer look.

To evaluate how effectively your team is performing, rate each of the factors for team success below on a scale of 1 to 5 in which:

- 5 = team always exhibits
- 4 = team usually exhibits
- 3 = team sometimes exhibits
- 2 = team seldom exhibits
- 1 = team never exhibits

- _____ Consistent, quality leadership exists.
- _____ Expectations are well known.
- _____ Goals and schedules are established.
- _____ Team members communicate openly.
- _____ Team members are well informed.
- _____ Team members support each other.
- _____ Everyone works together.
- _____ Mutual trust and respect are evident.
- _____ Individual and group achievement are recognized.
- _____ Goals are met on a timely basis.

_____ **TOTAL SCORE**

How did your team score?

A perfect score of 50 means your team is highly effective.

A score of 40 to 50 means the team is doing pretty well but needs tending.

A score of less than 40 indicates the need for some serious teambuilding effort by members.

A score of 30 or less indicates a team in trouble.

If you would like more information on building great teams, contact Kinnections at info@hrkinnections.com.