

Team Practices Inventory

This assessment measures collaborative processes and practices. It assesses five key components of team effectiveness. Those components are: *Interpersonal Understanding, Perspective Taking, Team Self-Evaluation, Seeking Feedback and Boundary Crossing*. When completing the assessment, focus on regular occurrences.

The rating scale is as follows:

1 2 3 4 5
 never infrequently sometimes frequently always

<i>Components of Collaboration</i>	<i>Statements</i>	<i>Rating</i>
Interpersonal Understanding	We take time to get to know each other.	
	We uncover the reasons for undesirable behavior.	
	We share thoughts and feelings, even when they may be controversial.	
	We check-in with each other at the beginning of each meeting.	
	Total	
Perspective Taking	We regularly solicit input from all group members.	
	Before making a decision, we seek consensus.	
	We question decisions that come too quickly.	
	The Devil's Advocate is welcome.	
	Total	
Team Self-Evaluation	We schedule time to evaluate our processes, products and overall effectiveness.	
	Any team member can initiate a process check.	
	Tasks and assignments have measurable objectives.	
	Customer and/or end-user feedback is regularly woven into our evaluation processes.	
	Total	
Seeking Feedback	We ask customers for input on a regular basis.	
	We share our work and invite comments from each other.	
	We benchmark our progress and discuss both successes and failures.	
	Customer feedback defines our business processes and business model.	
	Total	
Boundary Crossing	We use subject matter experts from all over the organization.	
	We build coalitions with other business units to reach our goals.	
	We discuss, understand and address organizational politics.	
	We determine whether our team's actions are congruent with organizational goals.	
	Total	

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Scoring the Instrument

<i>Components of Collaboration</i>	<i>Scoring Range</i>	<i>Implications</i>
Interpersonal Understanding	20 - 15	Scoring in this range, on any of the categories, indicates a high level of mastery.
Perspective Taking	16 - 13	Scoring in this range, on any of the categories, indicates competency in that component.
Team Self-Evaluation	12 - 9	Scoring in this range, on any of the categories, indicates a lot of room for growth and development.
Seeking Feedback		
Boundary Crossing	8 - 4	Scoring in this range, on any of the categories, indicates tremendous room for growth, practice and on-going learning about this component and its role in team effectiveness.

Understanding individual responses...

<i>Rating</i>	<i>Implications</i>
5	Indicates mastery in the skill or activity identified in the statement.
4	Indicates a greater than average level of strength in the skill or activity identified in the statement.
3	Indicates average, though not exceptional, competence in the skill or activity identified in the statement.
2	Indicates below average competence in the skill or activity identified in the statement.
1	Indicates incompetence in the skill or activity identified in the statement.