

High Value Creating Team Questionnaire

The High Value Creating Team Questionnaire was developed by Peter Hawkins with help from colleagues at Bath Consultancy Group, on the basis of research into high performing teams, influenced by the research of both Katzenbach and Smith (1993) and Wageman *et al* (2008) and in team coaching.

Team members are asked to score each of the 18 elements on a 1 (low) to 5 (high) scale.

5 = The team is a role model or exemplar that others could study in this area.

4 = The team does this consistently well.

3 = The team does this well sporadically but is not consistent.

2 = The team rarely does this but recognizes its importance.

1 = The team neither does this well nor focuses on it.

Team members are asked to score all elements and, for two scores, to think about what most needs to change in this element, both in the team and in their own contribution. This ensures that they are not just judging the team but taking personal responsibility for how the team can develop.

For any help with this questionnaire contact info@renewalassociates.co.uk

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Discipline		Indicator	Current Rating 1 = low 5 = high	Where do we need to be? 1 = low 5 = high	Shift Needed in myself and the Team To achieve future rating
1.	Clear Commission	1. The team has a clear commission and mandate from the wider organisation and those it reports to.			
	Commission collective performance	2. Achieving team goals is recognised and rewarded above achieving individual goals.			
	Commission selection	3. The team has been selected to have a good range of the necessary complementary skills.			
2.	Clarity of purpose	4. All team members can clearly articulate and own the overall purpose.			
	Clarity of goals	5. The team is working towards agreed goals in an effective manner.			
	Clarity of action	6. The team commits to clear actions with accountability and follow through.			

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3.	Co-creating	7. Clear and shared ways of working.			
		8. Team members are mutually accountable not just for their own areas but for collective goals.			
		9. The team maintains a high level of morale and commitment.			
3.	Co-creating in meetings	10. Everybody is fully engaged and involved, the team makes good use of its diversity.			
		11. The outcomes are better than any individual could have arrived at by themselves.			
		12. Team members leave the meetings feeling more focussed, supported and energised.			

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4.	Connecting with Staff	13. The team members can engage staff at all levels as transformational leaders of the whole organisation.			
	Connecting with Stakeholders	14. The team relates well to all its key stakeholders and team members represent the whole team.			
	Connecting with the changing environment	15. The team scans its stakeholder environment and constantly attends to changing needs and perceptions.			
5.	Core Learning	16. The team regularly and effectively attends to its own development.			
		17. The team attends to developing each of its members.			
		18. All team members give good real-time feedback and provide support and challenge to each other.			