



***GROWTH* Team Profile**

The *GROWTH* team profile is designed to provide a quick checklist to assist in identifying areas of team effectiveness in relation to the 7 key principles of team growth.

Score your team from 1 to 5 for each statement (1 means 'We are poor at this'; 5 means, 'We do this well'). Put your score in the column provided, compile the subtotals and determine the final tally.

I. Clear Goals and Direction: <i>Are we heading in the same direction?</i>	Score (1 – 5)
Our team:	
1. Has a clear sense of purpose, why we exist	
2. Has clear specific goals to help us achieve our purpose	
3. Has goals that connect with the organisation's strategic plan	
4. Regularly reviews progress on our goals	
Section I subtotal:	
II. Shared Ownership: <i>Are we all in this together?</i>	Score (1 – 5)
Our team:	
1. Has a sense of ownership around where we are going	
2. Works for the good of the whole team	
3. Has a strong sense of loyalty to each other	
4. Goes the 'extra mile' to achieve our goals	
Section II subtotal:	

III. Enthusiasm for Innovating: <i>Are we challenging the boundaries?</i>	Score (1 – 5)
Our team:	
1. Experiments and takes risks in order to find new ways of doing things	
2. Regularly asks: What can we learn?	
3. Regularly reviews current practices to improve efficiency	
4. Has a positive and open attitude towards change	
Section III subtotal:	

IV. Collaborative Relationships: <i>Are we building strong connections between people?</i>	Score (1 – 5)
Our team:	
1. Demonstrates high levels of collaboration	
2. Invests time in building relationships with other key stakeholders	
3. Deliberately builds knowledge and skills in communicating and relating	
4. Has relationships that are open and supportive	
Section IV subtotal:	

V. Team Thinking: <i>Do we leverage the knowledge and experience in our team members?</i>	Score (1 – 5)
Our team:	
1. Has common approaches for solving problems and making decisions	
2. Manages meetings so that quality team thinking results in productive outcomes	
3. Has a way of sharing and storing what we know and continue to learn	
4. Stays current with the latest developments in its field	
Section V subtotal:	

VI. Real Conversations: <i>Do we talk about what matters in ways that move things forward?</i>	Score (1 – 5)
Our team:	
1. Raises issues of concern rather than lets things drift	
2. Is confident and skilled in the ability to effectively lead conversations on tough issues	
3. Responds non-defensively when tricky or sensitive issues are raised by others	
4. Welcomes opposing views as a way to find fresh solutions	
Section VI subtotal:	

VII. Climate of Responsibility: Do we take responsibility for our actions and keep each other accountable?	Score (1 – 5)
Our team:	
1. Delivers what we say we will do	
2. Takes responsibility for actions rather than blames others	
3. Regularly clarifies roles and responsibilities	
4. Recognises and rewards team members when they step up and take responsibility	
Section VII subtotal:	
Team Profile total (sum of all 7 sections):	

Score	Comments
120 – 140	You are performing at the highest level of effectiveness. What actions can you take to 'lock this in' so it becomes automatic for you and your team?
100 – 119	Your score is good but could be even better. There are proven tools and tactics to get to a higher level of effectiveness. Look at areas where scores are at '3' or below to determine where to focus.
84 – 99	Your score is average. There are fundamental changes that need to be made for improvement. It is likely that many areas need attention, so you'll need to set priorities for action.
70 – 83	Your score is below average. There are multiple weak spots that must be addressed if you expect to improve.
< 70	Barriers exist that prevent acceptable performance. These obstacles need to be identified and acted on immediately. If every area is low, give initial attention to clarifying clear goals and direction.

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