

Team Development Scale by William G. Dyer

1. To what extent do I feel a real part of the team?

1	2	3	4	5
Completely a part all the time	A part most of the time	One the edge, sometimes in, sometimes out	Generally outside, except for one or two short periods	On the outside, not really a part of the team

2. How safe is it in this team to be at ease, relaxed, and myself?

1	2	3	4	5
I feel perfectly safe to be myself, they won't hold mistakes against me.	I feel most people accept me if I were completely myself, but there are some I am not sure about.	Generally, you have to be careful what you say or do in this team	I am quite fearful about being completely myself in this team.	A person would be a fool to be himself in this team.

3. To what extent do I feel "under wraps," that is, have private thoughts, unspoken reservations, or unexpressed feelings and opinions that I have not felt comfortable bringing out into the open?

1	2	3	4	5
Almost completely under wraps	Under wraps many times	Slightly more free and expressive than under wraps	Quite free and expressive much of the time	Almost completely free and expressive

4. How effective are we, in our team, in getting out and using the ideas, opinions, and information of all team members in making decisions?

1	2	3	4	5
We don't really encourage everyone to share their ideas, opinions, and information with the team in making decisions.	Only the ideas, opinions, and information of a few members are really known and used in making decisions.	Sometimes we hear the views of most members before making decisions and sometimes we disregard most members.	A few are sometimes hesitant about sharing their opinions, but we generally have good participation in making decisions.	Everyone feels his or her ideas, opinions, and information are given a fair hearing before decisions are made.

5. To what extent are the goals the team is working toward understood and to what extent do they have meaning for you?

1	2	3	4	5
I feel extremely good about goals of our team.	I feel fairly good, but some things are not too clear or meaningful.	A few things we are doing are clear and meaningful	Much of the activity is not clear or meaningful to me.	I really do not understand or feel involved in the goals of the team.

6. How well does the team work at its tasks?

1	2	3	4	5
Coasts, loafs, makes no progress	Makes a little progress, most members loaf	Progress is slow, spurts of effective work	above average in progress and pace of work	Works well, achieves definite progress.

7. Our planning and the way we operate as a team is largely influenced by:

1	2	3	4	5
One or two team members	A clique	Shifts from one person or clique to another	Shared by most of the members, some left out	Shared by all members of the team

8. What is the level of responsibility for work in our team?

1	2	3	4	5
Each person assumes personal responsibility for getting work done.	A majority of the members assume responsibility for getting work done.	About half assume responsibility, about half do not.	Only a few assume responsibility for getting work done.	Nobody (except perhaps one) really assumes responsibility for getting work done.

9. How are differences or conflicts handled in our team?

1	2	3	4	5
Differences or conflicts are denied, suppressed, or avoided at all costs.	Differences or conflicts are recognized, but remain unresolved mostly.	Differences or conflicts are recognized and some attempts are made to work them through by some members, often outside the team meetings.	Differences and conflicts are recognized and some attempts are made to deal with them in our team.	Differences and conflicts are recognized and the team usually is working them through satisfactorily.

10. How do people relate to the team leader, chairman, or "boss"?

1	2	3	4	5
The leader dominates the team and people are often fearful or passive.	The leader tends to control the team, although people generally agree with the leader's direction.	there is some give and take between the leader and the team members.	Team members relate easily to the leader and usually are able to influence leader decisions.	Team members respect the leader, but they work together as a unified team with everyone participating and no one dominant.

11. What suggestions do you have for improving our team functioning?