



High Performing Team Checklist

High performing teams do not just ‘happen’ because people work together for long enough. They are the result of a disciplined and honest approach to developing each individual within a team. It takes consistent, dedicated and authentic effort to build and maintain a high performing team.

Use our checklist to assess whether your team is operating in the high performance space - do this by asking each team member to complete the checklist. You sit in the space of the “lowest common denominator”.

This statement is.....	Always true	Mostly true	Somewhat true	Mostly untrue	Always untrue
Evaluate each statement by reflecting on your behaviour: /					
1. Share my personal reactions with others in the team	5	4	3	2	1
2. Ask questions of others about the behaviour they exhibit in conversations and meetings (like eye rolling)	1	2	3	4	5
3. Readily share useful personal information and insights with others	1	2	3	4	5
4. Think I have potential not currently being used within the team	5	4	3	2	1
5. Am realistic about myself and what I can achieve within the team and share my thoughts	5	4	3	2	1
6. Regularly check-in on the impact my comments and behaviours have on others	1	2	3	4	5
7. Keep thoughts and feelings to myself when interacting with others in the team	5	4	3	2	1
8. Have more knowledge than I am consciously sharing with the team	5	4	3	2	1
9. Share professional and business concerns openly with others	5	4	3	2	1
10. Unknowingly impact others with my behaviour – as I often find from hindsight	5	4	3	2	1
11. Prefer to rely on confidentiality and so don't share things with others until appropriate	5	4	3	2	1
12. Have hidden talents that I could offer the team (but haven't as yet)	5	4	3	2	1
13. Choose not to reveal personal information and insights to others in the team	1	2	3	4	5
14. Ask for feedback on my behaviour and performance regularly from others in the team	1	2	3	4	5
15. Am regularly informed by others that I am hard to get to know	5	4	3	2	1
16. Prefer to stretch my thinking and be creative within the team	1	2	3	4	5
17. Share hopes, aspirations and dreams with others in the team	5	4	3	2	1
18. Find out later that I am too often unaware and unconscious of my impact on others	5	4	3	2	1
19. Share my private thoughts, reactions and feelings with others during a conversation	1	2	3	4	5
20. Think I have resources that neither I nor the team has yet uncovered	5	4	3	2	1





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I High Performing	II Storming	III Norming	IV Forming
<i>Place your score for each question in the appropriate box</i>			
Q1	Q2	Q3	Q4
Q5	Q6	Q7	Q8
Q9	Q10	Q11	Q12
Q13	Q14	Q15	Q16
Q17	Q18	Q19	Q20
TOTAL	TOTAL	TOTAL	TOTAL
If you scored	If you scored	If you scored	If you scored
More than 18 you are working in the high performing space with your team members	More than 18 then you perceive you and others in your team are holding back on being completely real with each other and “see” or feel things that you don’t check out with others – there is a lot of “silent judging” happening within the team	More than 18 then you are behaving and interacting “politely” and could remain uncomfortable with conflict and feedback. You say what you think others want to hear not what they need to hear	More than 18 then you possess untapped potential as you operate within the team because you don’t know enough about yourself or about others you work with
Less than 12 then you need to think about what you can do to unleash your courage to share more of what you are thinking and feeling and listen when others do the same to increase your propensity to work in the high performing space	Less than 12 then you bring consciousness and awareness to your interactions with others and accordingly know how you are impacting on your team members - this means you have most probably scored higher in the high performing space.	Less than 12 then you operate authentically within the team sharing what you think and feel – people get to work with the “real” you	Less than 12 then you are bringing what you know and what others know out into the open so you can fulfil potential

