



## Team Member Assessment

### The 12 Key Behaviors of Effective Team Members

*As a team member, I*

	To a great extent			To a minimal extent	
1. Look for ways to help the team meet its goals. Build on other team members' accomplishments.	5	4	3	2	1
2. Look for ways to support other team members.	5	4	3	2	1
3. Communicate in ways that are: descriptive, searching, empathetic, and equal.	5	4	3	2	1
4. Welcome problems and work to solve them.	5	4	3	2	1
5. Use the talents of all team members to help the team achieve its goals.	5	4	3	2	1
6. Am flexible.	5	4	3	2	1
7. Am honest with other team members about issues affecting team performance and interpersonal functioning.	5	4	3	2	1
8. Give frequent, sincere, positive feedback.	5	4	3	2	1
9. When mistakes are made, find ways to make corrections without calling undue attention to what a fellow team member did or didn't do.	5	4	3	2	1
10. Watch for signals.	5	4	3	2	1
11. Am confident.	5	4	3	2	1
12. Let go of my ego.	5	4	3	2	1





### Top 10 Things to Remember about Teams

10. You will be surprised at how many different ways there are to approach something.
9. You cannot decide things alone, or refuse to work through an issue and come to consensus.
8. You will be surprised at how much you come to care for your fellow team members.
7. Teams need to create some rituals, some “ways that we do things.”
6. There will be conflict.
5. If even one person is negative and resists being part of the team, it will be very difficult for the team to accomplish its objectives.
4. If someone does not want to cooperate, the reason may have nothing to do with the task. You have to uncover the underlying issue and resolve it.
3. Even people who say that they prefer to work alone surprise themselves when they find out how much they enjoy being part of a team.
2. It takes time to build a team.
1. **When it works, it is one of the most rewarding experiences you can have.**

