Analysis of Team Effectiveness

1. Degree of Mutual Trust

High suspicion_____High trust

2. Degree of Mutual Support

Every person for themselves_____Genuine concern for each other

3. Communications

Guarded, cautious_____Open, authentic

4. Team Objectives

Not understood by team_____Clearly understood

Team is negative
Toward objectives_____Team is committed

5. Handling Conflicts Within Team

We deny, avoid,   We accept conflicts and
suppress conflict_____work them through

6. Utilization of Member Resources

Our abilities, knowledge,   Our abilities, knowledge,
and experience aren't utilized_____experience fully utilized

7. Control Methods

Control is imposed on us_____We control ourselves

8. Organizational Environment

Restrictive;   Free, supportive; respect for
pressure to conform_____individual differences