

## TEAM INVENTORY

### Communication

1. Team is guarded and cautious when communicating among and between members

1    2    3    4    5

Team is open and authentic when communicating among and between members

*Comments:*

2. Team has not found ways to communicate effectively to those outside the group (e.g. partners, faculty)

1    2    3    4    5

Team has found ways to communicate effectively to those outside the team (e.g. partners, faculty)

*Comments:*

### Decision making

3. Little opportunity for input; uninvolved; decisions made autonomously; unequal participation of members

1    2    3    4    5

Decisions made jointly through group participation; plenty of opportunity for input; equal participation of members

*Comments:*

### Shared Contribution/Effort

4. Some members carry more of the work load to produce team results. Some members do not work as hard as others.

1    2    3    4    5

All members of the team work hard and contribute to the results to the best of their ability .

*Comments:*

### **Handling Conflicts**

5. Deny, avoid, or suppress conflicts                    1    2    3    4    5                    Accept conflicts and work through them

*Comments:*

### **Recognition of individual strengths**

6. Team members are unaware of others' skills, values, and contributions; individual strengths are not recognized or put to good use.                    1    2    3    4    5                    Team members are aware of each others' skills, values, contributions; strengths are recognized and relied upon.

*Comments:*

### **Mutual support**

7. Lack of concern for each other; every person for himself or herself; little helping of each other in planning and problem solving                    1    2    3    4    5                    Genuine concern for each other; help each other improve job, plan, and solve problems

*Comments:*

### **Mutual trust and confidence**

8. Team has not built trust among members; demonstrates low confidence; skeptical of each other                    1    2    3    4    5                    High trust and confidence among and between team members

*Comments:*

**Affective climate**

9. Unable to express feelings; feelings ignored; feelings criticized

1 2 3 4 5

Free expression of feelings; feelings understood and supported

*Comments:*

**Problem Resolution**

10. When problems occur, they are often not dealt with or resolved

1 2 3 4 5

Problems are worked out through mutual effort and understanding

*Comments:*

**Overall Team 'Spirit'**

11. The overall spirit of the team could most often be characterized as discouraged and stuck.

1 2 3 4 5

The overall spirit of the team could most often be characterized as encouraged and making positive progress

*Comments:*