

Beehive Team Effectiveness Questionnaire

- 1) **What?** This questionnaire is meant as a quick and easy reflective exercise to help you review how well your team is functioning. Please reflect on how well you feel your team is doing against each of the statements using the following scale:

1 Rarely: 2 Occasionally: 3 Quite often: 4 Frequently

	1	2	3	4
ⓑ The vision, mission or task of the team is defined, understood and accepted by everyone.				
ⓑ Each team member is clear about their role and responsibility.				
ⓑ The mood within the team tends to be informal, comfortable and relaxed.				
ⓑ There are no obvious tensions or signs of boredom.				
ⓑ The mood within the team encourages individuals to put forward their own ideas, and encourages them to participate.				
ⓑ Team members use effective listening techniques such as questioning, paraphrasing and summarising to seek understanding				
ⓑ The group deals with conflict and disagreement by open and frank discussion.				
ⓑ There is no attempt to avoid smooth over or suppress conflict.				
ⓑ For important decisions common agreement is established through the open discussion of ideas and opinions, and easy compromises are avoided.				
ⓑ There are no hidden agendas in the team and effective communication also takes place outside of meetings.				
ⓑ Even though the team has a formal leader, leadership functions shift from member to member depending on the task, the needs of the group and the skills of the members.				
ⓑ The team develops key outside relationships and builds credibility outside the team. The team both respects and is respected by the organisation.				
ⓑ There is diversity within the team, and diversity is valued.				
ⓑ The team reviews how well it is functioning on a regular basis. Attention is paid to relationships within the team, and time is given for building relationships within the team.				

- 2) **So what** does all this mean?.....
Take some time to consider where your team's strengths lie (highest scores) and where your team could usefully spend some time developing skills and behaviours (lowest scores)
- 3) **Now what** do I do? - Call or email us to claim your free 60 min coaching session or consultation to plan what to do next.

