

Team Development Scale

For questions 1–9, circle the letter (a–e) corresponding to the response that most closely matches your own response.

1. To what extent do I feel a real part of this group?

a	b	c	d	e
Completely a part all the time	A part most of the time	On the edge, sometimes in, sometimes out	Generally outside, except for one or two short periods	On the outside, not really a part of it

2. How safe is it in this group to be at ease, relaxed, and myself?

a	b	c	d	e
I feel perfectly safe to be myself; they won't hold mistakes against me	I feel most people would accept me if I were completely myself; some I'm not sure about	Generally, you have to be careful what you say or do in this group	I am quite uneasy about being completely myself in this group	You would have to be a fool to be yourself in this group

3. To what extent do I feel under wraps; that is, have private thoughts, unspoken reservations, or unexpressed feelings and opinions that I have not felt comfortable bringing out into the open?

a	b	c	d	e
Almost completely under wraps	Under wraps much of the time	Slightly more free and expressive than under wraps	Quite free and expressive much of the time	Almost completely free and expressive

4. How effective are we, in our group, in getting out and using the ideas, opinions, and information of all team members in making decisions?

a	b	c	d	e
We don't really encourage everyone to share their ideas, opinions, and information with the group in making decisions	Only the ideas, opinions, and information of a few are really known and used in making decisions	Sometimes we hear the views of most members before making decisions, and sometimes we disregard most members	A few are sometimes hesitant about sharing opinions, but we generally have good participation in making decisions	Everyone's ideas, opinions, and information are given a fair hearing before decisions are made

5. To what extent are the goals the group is working toward understood and to what extent do they have meaning for me?

a	b	c	d	e
The goals of our group are clear and meaningful to me	Some things are not too clear or meaningful to me	A few things we are doing are clear and meaningful to me	Much of the activity is not clear or meaningful to me	I really do not understand or feel involved in our goals

6. How well does the group work at its tasks?

a	b	c	d	e
Coasts, loafers, makes no progress	Makes a little progress; most members loaf	Progress is slow, with spurts of effective work	Above-average in progress and pace of work	Works well, achieves definite progress

7. Our planning and the way we operate as a group are largely influenced by:

a	b	c	d	e
One or two group members	A clique	Shifts from one person or clique to another	Shared by most of the members; some are left out	Shared by all of the group

8. What is the level of responsibility for work in our group?

a	b	c	d	e
Each person assumes personal responsibility for getting work done	A majority of the members assume responsibility for getting work done	About half assume responsibility, about half do not	Only a few assume responsibility for getting work done	Almost nobody really assumes responsibility for getting work done

9. How are differences or conflicts handled in our group?

a	b	c	d	e
They are denied, suppressed, or avoided at all costs	They are recognized, but mostly remain unresolved	They are recognized, and some attempts are made to work them through by some members, often outside the group meetings	They are recognized, and some attempts are made to deal with them in the group	They are recognized, and the group usually works them through satisfactorily

10. What suggestions do you have for improving this group's functioning?