

ENGAGEMENT SCAN Team

With this scan, you can map the engagement of your team. There are no right or wrong answers, so follow your first response and don't think too long. Place a cross in the column that is most applicable. For optimal results you can ask other team members to fill in this scan and then compare your answers.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. We have a clear purpose and focus on long term achievements. The whole team's energy and drive is focused on achieving their purpose and the long term goals of the company. There is a clear understanding of how the team will achieve this goal in the short, medium and long term.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. We have clearly aligned roles based on individual strengths and talents. Each team member has clearly defined team responsibilities (like time keeping, relationship management etc.) as well as their own role or specialism. These roles match their strengths and talents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. We show behaviour that is focused on results. Team members communicate and make decisions effectively, objectively review their performance and support each other to achieve goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. We share leadership and accountability. All team members are responsible for the functioning of the team and share tasks that a leader traditionally holds, such as chairing the monthly meeting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. We implicitly trust each other. It is difficult for an outsider to create conflict or problems between us. We do not hesitate to talk about insecurities, or ask for help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Conflicts are effectively managed. We do not make things personal. We focus on how we can solve the issue instead of identifying the culprit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. We regularly evaluate our output and effectiveness. We frequently spend time to review our team objectives and to ensure that we are on the right track. We discuss what we do well, what needs to be improved and which activities need to be stopped (to create time for things to be improved).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. We share recognition of team's success. The whole team is rewarded for their achievements as a team. The contribution of the individual team members is recognised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. We create a clear, cohesive team identity. We work according to norms and values that we share with each other. Our team identity is something we are proud of and is recognized by others. This identity binds us and is a source of motivation and energy for team members. We "mourn" our losses and we put in great effort to make a new team member feel welcome and part of the team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Every team member represents the total team. Regardless of setting, team members will unquestionably stand up to represent the team at different occasions and events. They feel quite at ease to speak on behalf of the team. This is supported by the strong team identity and the transparent open communication in the team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>