

Human Workplace Needs Team Assessment

Connection

I feel like my team members genuinely care about me.

Almost Never	Rarely	Sometimes	Usually	Almost Always

My team members give me the benefit of the doubt.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We have a positive climate that supports people in doing their best work.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members invite input from others about their area of the business.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our primary area of strength is:

The main area for development is:

Certainty

I feel safe voicing my opinion even on controversial issues.

Almost Never	Rarely	Sometimes	Usually	Almost Always

The team encourages a healthy exchange of ideas.

Almost Never	Rarely	Sometimes	Usually	Almost Always

The team is comfortable making decisions in the face of conflicting information.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members ask for cross-functional help when complexity increases.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our primary area of strength is:

The main area for development is:

Contributions are valued

I feel like my voice is heard.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members value and appreciate differences of opinions and ideas.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We draw each other into conversations.

Almost Never	Rarely	Sometimes	Usually	Almost Always

The team focuses on alignment, not agreement. (We ensure voices are heard and then move forward even if we disagree with each other.)

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our primary area of strength is:

The main area for development is:

Clarity of the what and how

We understand our singular purpose as a team.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team goals and priorities are clear.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We align on key decisions and actions at the end of meetings.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Organizational objectives are clear.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We have a clear set of norms that guide our interactions.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our primary area of strength is:

The main area for development is:

Challenge and growth

We create opportunities to learn from each other instead of being protective of our functional area.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members expect a lot and they tolerate very little.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members challenge each other and provide each other with regular feedback and feedforward.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members go directly to each other with honest feedback.

Almost Never	Rarely	Sometimes	Usually	Almost Always

The team views failure as an opportunity to learn.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our primary area of strength is:

The main area for development is:

Community impact

I find a deep sense of purpose in the work we do as a team.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Team members put team and organizational results above their own individual and functional needs.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our work is making a positive difference in this world.

Almost Never	Rarely	Sometimes	Usually	Almost Always

We, as an organization, take a stand for something meaningful.

Almost Never	Rarely	Sometimes	Usually	Almost Always

Our primary area of strength is:

The main area for development is: