



Team Assessment: From Module 4

Based on the work of Patrick Lencioni, *The Five Dysfunctions of a Team*

Indicate how each statement below applies to your board using the scale:

(1) Rarely **(2)** Sometimes **(3)** Usually

Evaluate the statements honestly without over-thinking your answers.

		Rarely 1	Sometimes 2	Usually 3
1.	Board members are passionate and unguarded in their discussion of issues.			
2.	Board members call out one another's deficiencies or unproductive behaviors.			
3.	Board members understand what each other can contribute and they challenge each other to bring their best.			
4.	Board members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.			
5.	Board members reflect on results and willingly ensure they serve the best interest of all students.			
6.	Board members openly admit their weaknesses and mistakes.			
7.	Board meetings are compelling and not boring.			
8.	Outside of board meetings, the board members support board decisions even if there was initial disagreement.			
9.	The board regularly assesses its performance			



	in the spirit of continuous improvement.			
10.	During meetings, the most important and most difficult issues are put on the table to be resolved.			
11.	Board members are deeply concerned about the prospect of letting down one another.			
12.	Board members know about one another's personal lives and are comfortable discussing them.			
13.	Board members end discussions with clear and specific resolutions and calls to action.			
14.	Board members challenge each others' perspectives without anyone taking offence.			
15.	Board members are slow to seek credit for their own contributions but quick to point out those of others.			

Individual Scoring: Combine your scores for the 15 statements as indicated below.

Dysfunction 1 Absence of Trust	Dysfunction 2 Fear of Conflict	Dysfunction 3 Lack of Commitment	Dysfunction 4 Avoidance of Accountability	Dysfunction 5 Inattention to Results
Statement 4 ____	Statement 1 ____	Statement 4 ____	Statement 3 ____	Statement 5 ____
Statement 6 ____	Statement 7 ____	Statement 6 ____	Statement 11 ____	Statement 9 ____
Statement 12 ____	Statement 10 ____	Statement 12 ____	Statement 14 ____	Statement 15 ____



TOTAL:	TOTAL:	TOTAL:	TOTAL:	TOTAL:
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A score of 8 or 9 indicates that the dysfunction is probably not a problem for your team.

A score of 6 or 7 indicates that the dysfunction could be a problem.

A score of 3 to 5 indicates that the dysfunction needs to be addressed.

Option 1:

How do I, as an individual, add value so that the successful work of the board as a whole far exceeds what can be accomplished by any single member of the board acting alone?

My personal commitment to improvement steps:

1. _____
2. _____
3. _____

Option 2, when scores are compiled and presented to the group:

How do we, as an team, add value so that the successful work of our board as a whole far exceeds what can be accomplished by any single member of the board acting alone?

Our collective commitment to improvement steps:

4. _____
5. _____



6. _____