



TEAMS THAT THRIVE

SUPPLEMENTAL RESOURCE



Team Self-Assessment

How Well Does Your Team Practice Collaborative Leadership?

Based on *Teams That Thrive: Five Disciplines of Collaborative Church Leadership* by Ryan T. Hartwig and Warren Bird

Directions:

1. Rate your team on the seven categories below, according to this scale:
SD=strongly disagree, D=disagree, N=neither disagree nor agree, A=agree, SA=strongly agree
2. See scoring key on the last page to see what next steps you might want to take.

1. LET YOUR TEAM TRULY LEAD COLLABORATIVELY	SD	D	N	A	SA
A. The leadership team truly leads the church/organization as a unified group, not just on paper.					
B. The leadership team makes key strategic decisions more than it manages minutia.					
C. Membership on the leadership team carries the weight of great responsibility, not just prestige.					
D. The leadership team makes regular meetings a serious priority, convening even when the lead pastor (or formal leader) is away.					
E. The leadership team is perceived by other staff and stakeholders as a unified team with collective outputs, not just as individual leaders.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: The Seriousness of Team's Leadership _____ (sum) For insights read/re-read chapter 5 of <i>Teams That Thrive</i> .		+ _____	+ _____	+ _____	+ _____



2. FOCUS ON PURPOSE, THE INVISIBLE LEADER OF YOUR TEAM	SD	D	N	A	SA
A. The team's purpose paints a clear picture of value for team members, other staff and key stakeholders.					
B. The team's purpose is consequential, addressing tasks that truly matter.					
C. The team's purpose is so challenging that each member of the team must contribute in a meaningful and interdependent way to be able to accomplish it.					
D. The team's purpose is designed and articulated in a way that team members understand how accomplishing the team's purpose helps them accomplish the unique calling on their lives and pursue their goals.					
E. Team members consistently agree on the group's purpose, can readily articulate it, and pursue it with fervor.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: Your Team's Purpose _____ (sum) For insights read/re-read chapter 7 of <i>Teams That Thrive</i> .		+ _____	+ _____	+ _____	+ _____

3. LEVERAGE DIFFERENCES IN TEAM'S MEMBERSHIP	SD	D	N	A	SA
A. The team is as small as it can be while still possessing the needed horsepower to accomplish the team's purpose.					
B. Each member of the team can articulate why he or she is on the team in a manner related to his or her skill set, perspective, or leadership portfolio (not just position or title).					
C. Each member of the team is an exemplary model of Christian character and aligned with the church/ organization's mission and philosophy.					
D. The team is comprised of diverse members who come from various backgrounds and cultures, and possess a complementary and balanced set of skills and abilities that are relevant to the team's objective.					
E. Each team member spends roughly 1/3 of his or her time on leadership team related tasks and 2/3 on his or her specific area of responsibility.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: Your Team's Membership _____ (sum) For insights read/re-read chapter 8 of <i>Teams That Thrive</i> .	_____	+ _____	+ _____	+ _____	+ _____



4. RELY ON INSPIRATION MORE THAN CONTROL TO LEAD	SD	D	N	A	SA
A. Leadership functions are shared among various members of the team, namely those most equipped to lead in each area.					
B. The team's designated leader inspires team members by casting compelling vision and freeing the team to do excellent work, and does not control the team's work.					
C. The team's designated leader does whatever the team needs most at any given time to succeed, putting the health and effectiveness of the team above personal preferences.					
D. The team's designated leader builds trusting relationships among members of the team.					
E. In areas where the team displays weakness, the team receives adept coaching on how to improve, either from the designated leader or another person from inside or outside the team.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: Your Team's Leadership Effectiveness _____ (sum) For insights read/re-read chapter 9 of <i>Teams That Thrive</i> .	_____	+ _____	+ _____	+ _____	+ _____



5. INTENTIONALLY STRUCTURE YOUR DECISION-MAKING PROCESS	SD	D	N	A	SA
A. When making decisions, the team regularly and routinely seeks God for His perspective and uses careful decision making practices.					
B. The team intentionally cultivates healthy conflict and engages in deliberately challenging conversations as it solves problems and makes decisions.					
C. The team ensures that each person contributes to important decisions but that no one person (such as the team's designated leader) dominates or quenches discussion.					
D. The team does not rush unnecessarily but takes adequate time to research, deliberate, and discern God's direction on significant decisions.					
E. Team members adopt a church-wide perspective rather than a position-based viewpoint when making decisions.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: Your Team's Spiritual Decision-Making _____ (sum) For insights read/re-read chapters 10 & 11 of <i>Teams That Thrive</i> .	_____	+ _____	+ _____	+ _____	+ _____

6. BUILD A CULTURE OF CONTINUOUS COLLABORATION	SD	D	N	A	SA
A. The team works together outside of its formal meetings and activities.					
B. Meetings are full of collaborative work, and scarce on time for simple information sharing.					
C. Team meeting agendas are distributed prior to regular meetings and drive the content and flow of meetings.					
D. All team members, not just the team's designated leader, are welcome to contribute to the development of team meeting agendas.					
E. The team engages in one or more specially-focused meetings on an annual basis where they take time to work on the team's health and development.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: Your Team's Collaborative Culture _____ (sum) For insights read/re-read chapter 12 of <i>Teams That Thrive</i> .		+	+	+	+



7. ENSURE GROWTH OF YOUR TEAM AND CHURCH/ORGANIZATION	SD	D	N	A	SA
A. The leadership team stays out front of the staff and congregation determining and championing the vision of the church/organization.					
B. The church/organization is growing (not necessarily numerical), and is not stagnant.					
C. The team is getting better, day by day, month by month, at working together.					
D. Team members are internally motivated to produce at a high level.					
E. Team members are growing personally and professionally through their work on the team.					
Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.	$\frac{\quad}{x 1}$	$\frac{\quad}{x 2}$	$\frac{\quad}{x 3}$	$\frac{\quad}{x 4}$	$\frac{\quad}{x 5}$
Total: Growth of Team and Church/Organization _____ (sum) For insights read/re-read chapters 4 & 13 of <i>Teams That Thrive</i> .		+	+	+	+

SCORING:

For each of the seven assessment sections, calculate your score. If your whole team has taken the assessment, average your section scores. If your various section scores are:

- 20-25** Your team is showing great strength. Discuss your strength to learn why you're "winning" in this area, and identify how you can keep it going. Then see how you can share this strength with other teams in your church/organization.
- 16-20** You've got a lot going for you here, but could likely make a few simple tweaks to take your team's performance to the next level. Engage a conversation on how you can make a good thing a great thing.
- 11-15** It's time for an honest conversation about what's working and what's not. Either your team members don't have enough data to make an informed decision, your team members disagree on how well your team is doing, or you're doing well in some areas but poorly in others.
- 6-10** You've got work to do. Likely you have a bright spot or two in the mix, but some significant areas to shore up so that your team can thrive. If you haven't already, grab a copy of *Teams That Thrive* for every member of your team, and then work through it as a group. Or, if you need a more potent injection of energy into your team or help working through some serious team challenges, we encourage you to seek out someone who can help coach your team to health and effectiveness.



Need More Help? Go to TeamsThatThriveBook.com for information on coaching and consulting from the book's authors. They have decades of experience working with teams of pastors and ministry staff, and would be happy to help your team learn to thrive.