

Team Climate Survey Elements

You can use these elements to create a Team Climate Survey. The actual questions and scale of evaluation can be customized to your team.

Purpose: **Do members of your team share a sense of why the team exists and are invested in accomplishing the mission?**

In a successful team: Members proudly share a sense of why the team exists and are invested in accomplishing its mission and goals.

Priorities: **Do members know what needs to be done next, by whom, and by when to achieve team goals?**

In a successful team: Members know what needs to be done next, by whom, and by when to achieve team goals.

Roles: **Do members know their roles in getting tasks done and when to allow a more skillful member to do a certain task?**

Members know their roles in getting tasks done and when to allow more skillful members to do a certain task.

Decisions: **Are authority and decision-making lines clearly understood?**

In a successful team: Authority and decision-making lines are clearly understood.

Conflict: **Is conflict dealt with openly and considered important to decision-making and personal growth?**

In a successful team: Conflict is dealt with openly and is considered important to decision-making and personal growth.

Personal Traits: **Do team members feel their unique personalities are appreciated and well utilized?**

In a successful team: Members feel their unique personalities are appreciated and well utilized.

Norms: **Are group norms set for working together and are they seen as standards for everyone in the group?**

In a successful team: Group norms for working together are set and seen as standards for everyone in the groups.

Effectiveness: **Do members find team meetings efficient and productive and look forward to this time together?**

In a successful team: Members find team meetings efficient and productive and look forward to this time together.

Success: **Do board members clearly know when the team has met with success and share in this equally and proudly?**

In a successful team: Members know clearly when the team has met with success and share in this equally and proudly.

Training: **Are opportunities for feedback and updating skills provided and taken advantage of by team members?**

In a successful team: Opportunities for feedback and updating skills are provided and taken advantage of by team members.