



Evaluating Synergy

This questionnaire consists of 28 statements: Please evaluate your team's performance on each statement by highlighting your view on the 5 point scale provided.

1 Strongly disagree 2 Disagree 3 Uncertain 4 Agree 5 Strongly agree

In our work group or team, do we

Territorial Harmony

Not spend enough time gaining knowledge and understanding of the territory that we operate in

1 2 3 4 5

Take time to scrutinize the "territory" that we operate in seeking for opportunities and advantages

1 2 3 4 5

Have very few contracts with key individuals or groups in our territory or environment

1 2 3 4 5

Build alliances with powerful individuals and spend more time networking with people that share our territory

1 2 3 4 5

Dedication of Strengths

Optimize the skills knowledge and individual strengths of the team members

1 2 3 4 5

Disregard the competencies of individuals

1 2 3 4 5

Allow different team members to assume leadership depending on the task at hand

1 2 3 4 5

Hold on to established roles and positions

1 2 3 4 5

Have clarity of what is expected in terms of our roles

1 2 3 4 5

Experience confusion about what is expected from us

1 2 3 4 5

Rituals to strengthen the pack

- See the development of team members as threats 1 2 3 4 5
- Encourage the growth and development of team members to learn from mistakes 1 2 3 4 5
- Rarely have rituals to bond or have fun together 1 2 3 4 5
- Have deliberate efforts to bond as a team and plan fun filled events 1 2 3 4 5
- Feel defensive when we disagree, conflict is suppressed and silenced. The end result is group polarization 1 2 3 4 5
- Express out thoughts and feelings freely, conflict is surfaced and resolved with efforts to turn it into positives 1 2 3 4 5
- Rarely share information about one another 1 2 3 4 5
- Create opportunities to inform one another and to share important information on a regular basis 1 2 3 4 5

Trust

- Trust and tell one another the truth 1 2 3 4 5
- Have lots of skeletons in the cupboards 1 2 3 4 5

Sense of purpose

- Have a common and shared purpose and vision 1 2 3 4 5
- Have very different objectives and few common ones 1 2 3 4 5
- Have energy and focus for what we must achieve 1 2 3 4 5
- Feel frustrated because of uncertainty and lack of direction 1 2 3 4 5

Team maintenance

- Neglect opportunities to appraise what we are doing and our work methods 1 2 3 4 5
- Regularly evaluate the impact of our efforts and if we can improve our work methods 1 2 3 4 5
- Structure around individuals and their competence 1 2 3 4 5
- Structure ourselves to support and achieve our goals 1 2 3 4 5