

## 20 Questions to Ask About Your Team

1. Are all members aligned toward the goals of the group, yet also feel comfortable challenging themselves?
2. Does the team consistently deliver outstanding results?
3. Are the roles and responsibilities a good match for each individual on the team?
4. Are team members able to adapt their personality styles and skills as needed for betterment of the group?
5. Does the team have great synergy, with the whole much greater than the sum of its parts? And do the members expand each other's thinking?
6. Does the team enjoy working together? Do they have fun and laugh a lot?
7. Is the team friendly on a personal level, and do they confide in and support each another?
8. Is the team honest with one another and everyone expresses and accepts critique constructively?
9. Does the team feel free to disagree, and do they know how to resolve conflict when it arises?
10. Does everyone actively participate in meetings and is there often lively, yet respectful debate?
11. Are meetings productive and useful, with over 90% of tasks and goals accomplished?
12. Is the team always coming up with a lot of new ideas and solutions?
13. Is everyone's input included in decisions? And, once a decision is made, does everyone agree to focus on the same goal, even if they originally had a dissenting opinion?
14. Does the team have efficient procedures for agreeing on their objectives and planning the way they'll perform their tasks?
15. Does the team get projects completed efficiently and often ahead of time?
16. Is the team an excellent model for the company's (or higher) values and mission?
17. Is the team effective in working with – and for – other groups or leaders?
18. Does being on the team help advance each individual's personal and career goals?
19. Does the team consistently bring out the best performance from each member?
20. Does each team member consistently demonstrate their commitment to the team's success?

- Brownell Landrum

Brownell Landrum is the Chairman, Chief Innovation Officer and creator of DrawSuccess – a company dedicated to providing innovative, fun and transformative programs to help people around the world learn to recognize and appreciate diversity of thought – and the DrawSuccess Program: a program that unites and transforms teams. The DrawSuccess Team Development Assessment measures teams in the 20 areas above. For more information, visit our website: [www.DrawSuccess.com](http://www.DrawSuccess.com) or contact Brownell at [Brownell@DrawSuccess.com](mailto:Brownell@DrawSuccess.com)