



Assess Your Leadership Team's Health

Rank each item below on a scale of 1-5 (1 = not descriptive of our situation; 5 = very descriptive)

This resource is based loosely on Patrick Lencioni's book *The 5 Dysfunctions of a Team*

1. DO TEAM MEMBERS **TRUST** EACH OTHER?

- Team members know about one another's personal lives and are comfortable discussing them.
- Team members take time at meetings to learn more about each other.
- Team members openly admit their weaknesses and mistakes and allow others to do the same.
- Team members are willing to ask each other for help and feedback.

2. DO TEAM MEMBERS **SPEAK THEIR TRUTH** TO EACH OTHER?

- Team members are passionate and unguarded in their discussion of issues.
- Team meetings address the most important and pressing issues.
- Actions, assumptions, and approaches are regularly challenged.
- Team members challenge one another about their plans, progress, and results.

3. DO TEAM MEMBERS **SUPPORT EACH OTHER'S GOALS**?

- Team members know what their peers are working on and find ways to support them.
- Team members leave meetings confident that their peers will complete their assignments.
- Team members end discussions with clear, specific resolutions and calls to action.
- Team members willingly make sacrifices in ministry areas for the good of the team.
- Team members know each other's primary roles and responsibilities.

4. DO TEAM MEMBERS **HOLD EACH OTHER ACCOUNTABLE**?

- Team members call each other out when they engage in gossip, negativity, or counterproductive behaviors.
- Team members are concerned about the prospect of letting down their peers.
- Team members verbalize when their covenant with each other is violated by one or more team members.

5. DO TEAM MEMBERS **PAY ATTENTION TO MINISTRY IMPACT AND RESULTS**?

- Team members willingly make sacrifices in their ministry areas for the good of the team.
- Morale is significantly affected by the failure to achieve team goals.
- Goals and progress on projects are regularly reviewed at meetings.
- When commitments are not met, it's discussed by the team and steps are taken to address the situation.
- When projects are delayed, team members work together to overcome existing challenges.

REFLECTIONS

1. Based on your responses, what do you **CELEBRATE** about this team? What should we **KEEP** doing?
2. What concerns do you have about how this team works together? What might we **START** or **STOP** doing?
3. What do you need from others to do your best work? What might others need from you?



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