

Take a look at your team situation at work

In the questionnaire below, you have the opportunity to recognize whether your team situation at work is in balance.

The evaluation of this questionnaire gives you a precise answer, if and on which factor you can actively work and improve the situation.

Procedure:

Indicate the degrees of your consent for the statements below.

Assign the following points:

0 points if you absolutely do not agree with the statement.

1 point for low approval

2 points for average approval

3 points for a strong approval

1	All team members are accepted. There are no underdogs.	
2	Individual opinions and divergent presentations are discussed without hesitation.	
3	Team members can deviate from existing team standards and use it without consequences.	
4	Everyone on the team has their own responsibilities.	
5	Every team member's opinion counts. Everyone will be listened to	
6	You don't try to adapt a behaviour or change the personality of different members	
7	Innovation and renewal of existing processes and ways of thinking are possible and are also practiced	
8	Skills and tasks are assigned personally and clearly	
9	Work is experienced by team members as a challenge. Achievement of work objectives is experienced as motivation.	
10	During the work and during the meetings the result orientation prevails.	
11	There are clear objectives, the achievement or non-attainment of which is also the subject of discussion.	
12	Weaknesses in a person's performance are thematised and ways of modification will be found.	
13	Performance is not self-evident. Praise and recognition are expressed	

14	Team members are hired according to their abilities, adaptations to qualifications will be made.	
15	Some members of the team are prepared to make restrictions, if the overall situation requires it.	
16	A sense of solidarity and sense of community prevails	
17	Common rituals are maintained in which all team members participate.	
18	Criticism is expressed without reluctance, as are deviant ideas, opinions and proposals.	
19	Conflicts between colleagues do not smoulder for long, but are quickly recognised and/or eliminated.	
20	A climate of acceptance and mutual tolerance predominates	
21	Criticism and improvement of a person's behaviour is accepted and not evaluated as an attack.	
22	There are multiple contacts with other departments in the organization	
23	The superior has relationships and contacts with people outside the organization.	
24	The tasks of the team are recognized in the organization and the results of the work in the company are appreciated.	
25	The team is rarely surprised by new things. They are usually informed in good time about important topics.	
26	The superior successfully represents the team's interests in proceedings and in front of officials.	
27	The manager ensures that the resources needed to achieve the objectives are provided to the team.	
28	The climate in the team is above average in comparison to other departments and attracts other employees.	

Evaluation:

<p>person factor : Calculate the total of questions 1-7</p>	
<p>team factor: Calculate the total of questions 8-14</p>	
<p>work factor: Calculate the total of questions 15-21</p>	
<p>environmental factor Calculate the total number of questions 22-28</p>	

Interpretation of results

You can now estimate each factor on the point value using the interpretation aid if and to what extent there is a need for action. In the overview you will recognize, whether your team is in balance. The 28 questions do not represent a tried and tested psychological test, but it is about creating a framework for orientation, without rigidly clinging to different numbers of points.

Total points from 0-9 Acute need for action

With less than nine points, it becomes clear that the factor in question has not been sufficiently considered so far. It is very likely that this factor is causing conflict in the team. The team leader should deal more intensively with themes that have been presented in the questions on this factor.

Total points 10-14: Need for action

There are weaknesses in this factor. Conflicts in your team may be suggested, if they have not already arisen. You probably already know that this factor needs to be considered more carefully.

Total points 15-21: Congratulations

You can relax. What constitutes this factor is essentially or even fully realized. You can consider this factor as good, and count on good team leadership. Concentrate on factors with a higher necessity to act, in order to optimize the team situation.