

Team Climate Worksheet

Measure the climate of your team using the statements below. Answer using the 1 - 5 frequency rating.

1 Never

2 Rarely

3 Sometimes

4 Usually

5 Always

As a leader, how often do I...

1. Foster a climate that is flexible and allows autonomy?
2. Encourage and energise team members by embodying our organisation's values and demonstrating their importance to the team?
3. Provide models to enhance understanding of the change process?
4. Lay a foundation for growth and allow others to foster that growth?
5. Give constructive criticism when it is needed (speaking up, not blowing up)?
6. Create an atmosphere where team members understand their roles and their importance?
7. Challenge others to articulate and defend their beliefs?
8. Create an environment that promotes a sense of meaning and purpose?
9. Outline how business strategy and team strategy work hand-in-hand?
10. Encourage others to develop their thoughts and take action?
11. Build consensus through clarification, collaboration and cooperation?
12. Adopt a coaching leadership style as my primary style?

For any statement that scores 3 or less, seek feedback from the team about whether this facet/behaviour impacts them in a negative way.