

TEAM EFFECTIVENESS







About the card sort

These cards will help you review how effective your team is functioning as a group.

Culture is built through clearly defined behavioural expectations; guided by role-modelling, coaching and leadership and defined by every behaviour. Big or small.

Often behaviours seen under pressure or around key events will help you gauge how your team works together to manage change, challenges and learning.

This tool prompts you to ask searching questions around your team's alignment, honesty, openness, trust, courage and processes.



How to use the cards

This card deck can be used a number of different ways to evaluate and discuss the effectiveness of your team. Here's two options:

1. REVIEW ALL AREAS

Get each member of your team to score each highlevel category, or each question, and use this as a basis for discussion.

- What scored well and why?
- · What scored lower and why?
- · Were there differences of opinion within the group?

2. PICK ONE AREA OF FOCUS

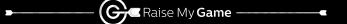
Choose just one area that you think needs attention and start a discussion by asking for examples of where the team/group has done this well or not so well.

HIGH



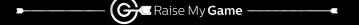
THESE ARE HIGH OR STRENGTHS COMPARED TO OTHERS

MIDDLE



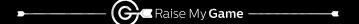
THESE ARE IN THE MIDDLE OR AVERAGE COMPARED TO OTHERS

LOW



THESE ARE LOWER OR WORK-ONS COMPARED TO OTHERS

NOT APPLICABLE



THESE ARE EITHER NOT APPLICABLE OR TO BE SORTED AT A LATER DATE

GOAL SETTING

Raise My Game -

Have we all agreed to and committed to team goals?

Have we discussed differences in team members understanding of the goals and resolved the issues?

EXPECTATIONS

Raise My Game

Are we clear about the roles of the management team - coaches, manager, physio, etc.?

Are we maximising the strengths of all members of the group to get the best outcome?

CONFLICT



Do we handle conflicts constructively for a better outcome for the team?

Do people ask questions to further understand others' views?

DECISION-MAKING Raise My Game Raise My Game

Do we make evidencedbased decisions that are sound and reasonable? When team decisions are made, does everyone stay fully committed to them?

COMMUNICATION



Do we let people know what and why, especially if we are taking an unexpected action?

Do we raise issues with the people they concern (or air grievances with anyone who will listen)?

LEARNING Raise My Game

When we do reviews, do people comment freely to suggest improvements?

Do all team members contribute feedback?