

TEAM HEALTH & PERFORMANCE DIAGNOSTIC

A short self-assessment to understand how well your team collaborates and what to strengthen next

WHAT THIS IS

This short exercise helps you assess how well your team is functioning today and what might be getting in the way of true collaboration.

It's based on **Patrick Lencioni's Five Dysfunctions of a Team** and extended with ideas from *Be More Strategic, Chapter 10: Be More Inclusive, Be a Collaborator*, where Charlie explores what inclusion, trust, and shared purpose really look like in practice.

"A great team isn't defined by how well it gets on but by how openly it learns, challenges, and creates together."

WHY IT MATTERS

High-performing teams don't happen by accident.

They are built on trust, accountability, and psychological safety; where people feel able to contribute ideas, challenge assumptions, and take ownership without fear.

Assessing your team's health helps you:

- Spot what's working and what's holding you back
- Have honest conversations about performance and collaboration
- Strengthen inclusion, engagement, and creativity
- Turn relationships into real results



HOW TO USE THIS DIAGNOSTIC

You can use it alone as a leader, with your full team, or as a workshop exercise.

Rate each statement **1 to 5** (1 = Rarely true, 5 = Always true).

Add up your totals at the end and review your pattern using the guidance provided.

SECTION 1 – TRUST AND PSYCHOLOGICAL SAFETY

STATEMENT	HOW TRUE [1] [2] [3] [4] [5]
Team members are open about their mistakes or weaknesses.	
We assume positive intent – people can speak freely without fear.	
Difficult feedback is given kindly and received constructively.	
We can disagree and still trust one another's motives.	

SECTION 2 – HEALTHY CONFLICT AND DEBATE

STATEMENT	HOW TRUE [1] [2] [3] [4] [5]
Our discussions involve healthy challenge and debate.	
We focus conflict on issues, not personalities.	
Quiet voices are invited in and heard.	
We leave meetings clear on what's been agreed, even if we disagreed during the discussion.	



SECTION 3 – COMMITMENT AND CLARITY

STATEMENT	HOW TRUE [1] [2] [3] [4] [5]
Everyone understands our goals and priorities.	
Once a decision is made, we all commit to it, even if it wasn't our idea.	
We follow through on what we say we'll do.	
Roles and responsibilities are clear.	

SECTION 4 – ACCOUNTABILITY AND RESULTS

STATEMENT	HOW TRUE [1] [2] [3] [4] [5]
We hold one another accountable, not just our leader.	
We focus on outcomes, not activity or hierarchy.	
Recognition is shared widely, not just for the most visible work.	
We regularly review results and learn as a team.	



SECTION 5 – INCLUSION AND SHARED PURPOSE (EXTENSION FROM BE MORE STRATEGIC)

STATEMENT	HOW TRUE [1] [2] [3] [4] [5]
Everyone feels they belong and can contribute their unique perspective.	
We make time to learn from different experiences and viewpoints.	
Our diversity of thought is a strength we actively use.	
Our purpose feels shared; people know why we do what we do.	

Interpreting your results

Add your totals for each section (max 20 per section).

What your score suggests:

16 – 20 (Strong)

This is a healthy, high-performing area.

Keep it strong through feedback and reflection.

11 – 15 (Developing)

Some strengths, but improvement needed.

Choose one or two habits to strengthen this quarter.

10 – or below (At risk)

A potential blocker to team effectiveness.

Start an open conversation to understand why.

Tip: Share results anonymously before discussing them as a team. This builds trust and encourages honesty.



PRACTICAL ACTIONS TO APPROVE

Use the area with the lowest score to guide your next step.

FOCUS AREA	PRACTICAL ACTION
Trust & Safety	Start each team meeting with a quick check-in. Share one thing you've learned or a small mistake. Normalize openness.
Healthy Conflict	Appoint a "devil's advocate" in discussions to question assumptions respectfully.
Commitment	End every meeting with clear actions, owners, and timelines. Confirm agreement.
Accountability	Review commitments weekly: what's on track, what's slipped, and what needs help.
Inclusion & Purpose	Invite one person each week to share a perspective or insight that others might not have considered. Reinforce the "why" behind your goals.

USING THIS WITH YOUR TEAM

1. Complete the diagnostic individually.
2. Collate anonymous scores and look for patterns.
3. Discuss what feels accurate and what surprised you.
4. Agree on two or three specific commitments to strengthen collaboration and inclusion.
5. Revisit in three months and track what's changed.

Example prompt:

"What's one behaviour that would make this team 10% more trusting and effective?"



TAKING IT FURTHER

For deeper insight, you can combine this tool with the **Psychological Safety** and **Inclusive Meetings** resources to create a full *Team Collaboration Health Check*.

If you'd like support running a facilitated version of this exercise or interpreting team results, contact Charlie to design a custom workshop.

REMEMBER:

Collaboration isn't just about working well together; it's about creating the conditions where everyone can think, speak, and act at their best.

Great teams don't avoid difference. They use it.

