

Team Performance Scorecard

Most teams don't underperform because people aren't capable. They underperform because **something specific is blocking execution.** Without diagnosing that, any program or intervention is a guess.

Score each statement honestly from 1 to 5. Total your score. Turn to page 2 for your benchmark interpretation.

Scoring Guide

- 1 Rarely or never true
- 2 Occasionally true
- 3 Sometimes true
- 4 Usually true
- 5 Consistently true

01 CLARITY

Does everyone know where you're headed?

- Q1 Our team has a clear, shared understanding of what success looks like this quarter. 1 2 3 4 5
- Q2 When priorities change, everyone knows what to stop doing and what to start. 1 2 3 4 5

02 EXECUTION

Do decisions become actions?

- Q3 Decisions made in meetings are followed through without needing to be chased. 1 2 3 4 5
- Q4 When something isn't working, the team surfaces it quickly – not weeks later. 1 2 3 4 5

03 TRUST & SAFETY

Can people say what needs to be said?

- Q5 People in our team are comfortable raising problems or disagreeing with the leader. 1 2 3 4 5
- Q6 Mistakes are treated as learning opportunities, not sources of blame or avoidance. 1 2 3 4 5

04 ACCOUNTABILITY

Do people own their commitments?

- Q7 Each person understands clearly how their role directly connects to team outcomes. 1 2 3 4 5
- Q8 When a team member is underperforming, it is addressed promptly and constructively. 1 2 3 4 5

05 PERFORMANCE

Is the team delivering what's needed?

- Q9 Our team consistently delivers on its commitments at the standard expected. 1 2 3 4 5
- Q10 If we're honest, our team is performing at the level our organisation actually needs. 1 2 3 4 5

TOTAL SCORE Add Q1–Q10 · Maximum: 50 · See page 2 for your benchmark My score / 50

Your Results. What They Mean.

30%

of teams are genuinely high-performing. Where is yours?

40 – 50



High-Performing Team

All five behaviours are present and working. Your team is in the top 30% globally – trust is real, conflict is productive, commitments hold, and results follow.

The risk now isn't failure. It's regression under pressure. Sustaining this requires deliberate structure, not assumption.

SUSTAIN & PROTECT

28 – 39



Functional but Fragile

Most behaviours are present, but one or two are creating drag. Teams in this band often look fine from the outside – but rely on a few individuals rather than a functioning system.

The full diagnostic will identify which behaviour is the constraint. That's where the work begins.

DIAGNOSE THE CONSTRAINT

16 – 27



Significant Gaps Present

Multiple behaviours are missing or inconsistent. Capability exists but something structural is blocking it from converting into performance.

This is not a training problem. It's a diagnostic problem. A workshop will not fix it. A diagnosis will.

FIND THE BLOCKER FIRST

10 – 15



Foundation at Risk

The foundational behaviours that make a team function are largely absent. This compounds quickly – poor trust erodes conflict, which undermines commitment, and so on.

The most important first step is an honest diagnostic conversation – not a program purchase.

ACT NOW – START WITH DIAGNOSIS

What Happens Next

- 1 Share with a few members across your leadership team.** Ask each person to score independently – the variance across the group is often as revealing as the total.
- 2 If your total average is below 30,** we recommend completing the full diagnostic (20 questions) with all team members – everyone's perspective is valid data.
- 3 Book a free 30-minute diagnostic conversation with MTG.** We'll identify the specific gap driving your score before recommending anything.
- 4 If we're the right fit,** we design a program to address the risk areas identified in your diagnosis. If we're not, we'll tell you that too.

BOOK YOUR FREE
CONVERSATION

Diagnose what's blocking your team.

mindthe-gap.com/contact

30 minutes · No pitch · No obligation

BEHAVIOURS ASSESSED

- Trust
- Conflict
- Commitment
- Accountability
- Results