

ACTIVITY | Team Scorecard



GOAL | To apply competencies to facilitate improved cooperation and goal orientation.



RELEVANT FOR

- Executive
- Middle Manager
- Supervisor



DESCRIPTION | Analyze your team's strengths and challenges. (Consider doing this in a process with your team.)

Complete the team scorecard below by listing your team's strengths and areas for improvement.

What are some strategies for improving your team?



MORE INFO

[Strengths-Based Teams](#)



Team Scorecard

Reflect on your team's strengths and areas for improvement. Then respond to the following questions:

PRODUCTIVITY

Does the team have a clear goal?

Does the team's output (e.g., decisions, services) meet policy and best practices standards?

COHESION

Do team members enjoy working together?

What conditions could lead to feelings of resentment?

What conditions could prevent team members from working together in the future?



How are team members expected to accommodate changes, such as additions to the team, growth, and turnover?

DIVERSITY

What are the different strengths within the team?

Is the team diverse enough to bring a wide range of viewpoints and experiences to the table?

How is the team diverse?

How does the team make decisions with a racial equity lens?

How does the team capitalize creatively on diversity?



Does the team have a track record of working through differences?

LEARNING

How do team members best learn from one another?

Do individual team members grow and develop as a result of the team experience?

Do team members have a chance to improve their skills or affirm themselves?

What factors and conditions could block personal growth?

Do group members understand and share individuals' growth needs?



INTEGRATION

How does the team benefit the larger organization?

What other groups and units does the team affect, both inside and outside the organization?

What steps has the team taken to integrate their activities with those of others?

OVERALL STRENGTHS OF YOUR TEAM

OVERALL NEEDS OF YOUR TEAM