**Effective Teams Worksheet**

**Characteristics of Effective Teams:**

|  |  |  |
| --- | --- | --- |
|  | ***Things our team does well*** | ***Things we could test to improve*** |
| ***Psychological Safety*** |  |  |
| ***Structure & Clarity*** |  |  |
| ***Dependability*** |  |  |

*Other Ideas I heard today that our team could test:*

**Team Psychological Safety Survey**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **4 -Strongly Agree** | **3 - Agree** | **2 - Disagree** | **1 - Strongly Disagree** |
| 1. If you make a mistake on this team, it is not held against you. |  |  |  |  |
| 1. Members of this team are able to bring up problems and tough issues. |  |  |  |  |
| 1. People on this team would not and do not reject others for being different. |  |  |  |  |
| 1. It is safe to take a risk on this team. |  |  |  |  |
| 1. It is easy to ask other members of this team for help. |  |  |  |  |
| 1. No one on this team would deliberately act in a way that undermines my efforts. |  |  |  |  |
| 1. Working with members of this team, my unique skills and talents are valued and utilized. |  |  |  |  |

Adapted from the following sources:

1) Edmondson . Psychological safety and learning behavior in work teams. Administrative Science Quarterly. June 1999

2) Tool: Fostering Psychological Safety. [rework.withgoogle.com](file:///C:\Users\briana\Downloads\rework.withgoogle.com)