

FIVE DYSFUNCTIONS TEAM ASSESSMENT*

**From "The Five Dysfunctions of a Team" by Patrick Lencioni*

Use this scale to indicate how each statement applies to your team. Be honest and don't overthink your answers.

3 = Usually 2 = Sometimes 1 = Rarely

- ___ 1. Team members are passionate and unguarded in their discussion of issues.
- ___ 2. Team members call out one another's deficiencies or unproductive behaviors.
- ___ 3. Team members know what their peers are working on and how to contribute to the collective good of the team.
- ___ 4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
- ___ 5. Team members willingly make sacrifices (such as budget, turf, headcount) in their department or areas of expertise for the good of the team.
- ___ 6. Team members openly admit their weaknesses and mistakes.
- ___ 7. Team meetings are compelling, not boring.
- ___ 8. Team members leaving meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement.
- ___ 9. Morale is significantly affected by the failure to achieve team goals.
- ___ 10. During team meetings the most important-and difficult-issues are put on the table to be resolved.
- ___ 11. Team members are deeply concerned about the prospect of letting down their peers.
- ___ 12. Team members know about one another's personal lives and are comfortable discussing them.
- ___ 13. Team members end discussions with clear and specific resolutions and calls to action.
- ___ 14. Team members challenge one another about their plans and approaches.
- ___ 15. Team members are slow to seek credit for their own contributions, but quick to point out those of others.

Scoring: Combine your scores for the fifteen statements as indicated below:

Dysfunction 1: Absence of Trust	Dysfunction 2: Fear of Conflict	Dysfunction 3: Lack of Commitment	Dysfunction 4: Avoidance of Accountability	Dysfunction 5: Inattention to Results
4 ___	1 ___	3 ___	2 ___	5 ___
6 ___	7 ___	8 ___	11 ___	9 ___
12 ___	10 ___	13 ___	14 ___	15 ___
Total ___	Total ___	Total ___	Total ___	Total ___

A score of 8 or 9 is a probable indication that the dysfunctions is not a problem for your team.

A score of 6 or 7 indicates that the dysfunction could be a problem.

A score of 3-5 is probably an indication that the dysfunction needs to be addressed.