

BECKHARD/BURKE TEAM EFFECTIVENESS MODEL WORKSHEET

Team development is aimed at improving team performance in any one or all of the five elements in the team effectiveness model. After examining your team's awareness, articulation and performance in these areas as a benchmark, together, you can focus and move from good to GREAT!

Consider your team as it is today. On a scale of 1-10 (with 10 being Great), rate your team's performance in relation to the Beckhard-Burke elements:

		Rating (1-10)
Purpose	<p>This category of team effectiveness refers to the clarity of awareness and understanding each member has of the overarching Team Purpose or Vision.</p> <p><i>How clear and passionate is your team's purpose for all members?</i></p>	
Goals	<p>Can these 2 or 3 BIG goals be clearly articulated by each member in his or her own words with such congruence that each team member can see how they each contribute to accomplishing them? What BIG things is the team "doing" to be successful in reaching their vision?</p> <p><i>How clear are the team goals? How well can everyone see their contribution to reaching these goals?</i></p>	
Roles	<p>This category of team effectiveness refers to the level of clarity each member has on his or her specific roles and responsibilities.</p> <p><i>How well are roles aligned to the purpose? How well does everyone see how they fit in? How well does the team show the value of everyone's role?</i></p>	
Processes	<p>The extent each team member understands and supports the team process that have been collaboratively put in place to facilitate group process.</p> <p><i>How well has the team defined norms and business processes?</i></p>	
Relationships	<p>Relationships refer here to personal one to one relationships of team members AND those that need to be established between teams and departments across campus.</p> <p><i>How well does the team nurture trust and accountability? How safe is it to provide and accept feedback? How well to team members feel connected to each other?</i></p>	