



NewThink

Discover.Think.Do

Think your teams healthy? Rate these 7 Key areas to find out if your team needs a health kick.

This scorecard provides a structured approach to assess various aspects of team health and identify areas for improvement. Regularly reviewing and updating the scorecard can help track progress and ensure the ongoing health and effectiveness of the team.

Step 1: Team Goals and Alignment

- Assess the team's understanding of its goals and alignment with the organization's objectives.
- Score: 1-5
 - 1: Lack of clarity or alignment.
 - 3: Some clarity but not fully aligned.
 - 5: Clear understanding and strong alignment.

Step 2: Communication and Collaboration

- Evaluate the effectiveness of communication channels and collaboration within the team.
- Score: 1-5
 - 1: Communication breakdowns and silos.
 - 3: Communication is adequate but could be improved.
 - 5: Open communication and seamless collaboration.

Step 3: Team Dynamics and Trust

- Gauge the level of trust and cohesion among team members.
- Score: 1-5
 - 1: Low trust, conflicts, or cliques.
 - 3: Trust exists but could be strengthened.
 - 5: High trust, mutual respect, and strong teamwork.

Step 4: Decision Making and Accountability

- Assess how decisions are made within the team and the level of individual and collective accountability.
- Score: 1-5
 - 1: Decisions are unclear or made without input, lack of accountability.
 - 3: Decisions are made but could involve more input, moderate accountability.
 - 5: Inclusive decision-making process, clear accountability.

Step 5: Adaptability and Resilience

- Evaluate the team's ability to adapt to change and overcome challenges.
- Score: 1-5
 - 1: Resistance to change, difficulty in handling setbacks.
 - 3: Some adaptability but struggles with certain changes.
 - 5: Nimble, resilient, and proactive in addressing challenges.

Step 6: Individual Well-being and Engagement

- Assess the level of individual well-being, job satisfaction, and engagement within the team.
- Score: 1-5
 - 1: High levels of stress, disengagement, or burnout.
 - 3: Moderate levels of well-being and engagement.
 - 5: Strong sense of purpose, satisfaction, and high engagement.

Step 7: Continuous Improvement

- Evaluate the team's commitment to continuous learning and improvement.
- Score: 1-5
 - 1: Resistance to change or improvement efforts.
 - 3: Some initiatives for improvement but inconsistent.
 - 5: Proactively seeks feedback, learns from mistakes, and implements improvements.

Total Score Range: 7-35

- 7-17: Critical Issues – Your team needs a heart transplant, immediate attention is required
- 18-28: Improvement Needed – There's still time to fix your team health. More targeted efforts necessary.
- 29-35: Healthy – Great work! Maintain and enhance current practices.

How did the team score? For a **FREE** consultation on your team health score book at www.newthink.net.au/book-online Looking forward to discussing strategies for optimizing your team's potential, improving your teams health and achieving greater success!