TEAM BELIEFS CHECK

Team beliefs questionnaire

HIGH PERFORMING TEAMS

Score each statement from 1 (strongly disagree) to 5 (strongly agree). There are no right answers, and no names: this is about the team, not you. Then add up the two scores for each belief.

	Statement	1	2	3	4	5
1	My colleagues know exactly what I am responsible for	○	○	○	○	○
2	My team trusts me to do my job without checking up on me	○	○	○	○	○
3	If I am stuck, I can ask for help and it will come	○	○	○	○	○
4	I am confident this team will achieve its goals	○	○	○	○	○
5	I hear about important news in the team, even when it does not affect me directly	○	○	○	○	○
6	I enjoy the work we do as a team	○	○	○	○	○
7	What this team does matters to the organisation	○	○	○	○	○
8	I know what I can count on each colleague for	○	○	○	○	○
9	I am confident everyone in the team has the skills their role needs	○	○	○	○	○
10	I make time to help colleagues when they need it	○	○	○	○	○
11	When something goes wrong, we expect to recover	○	○	○	○	○
12	My views on work outside my own role are welcomed	○	○	○	○	○
13	The work itself matters more to me than the rewards for it	○	○	○	○	○
14	Our goals are challenging	○	○	○	○	○

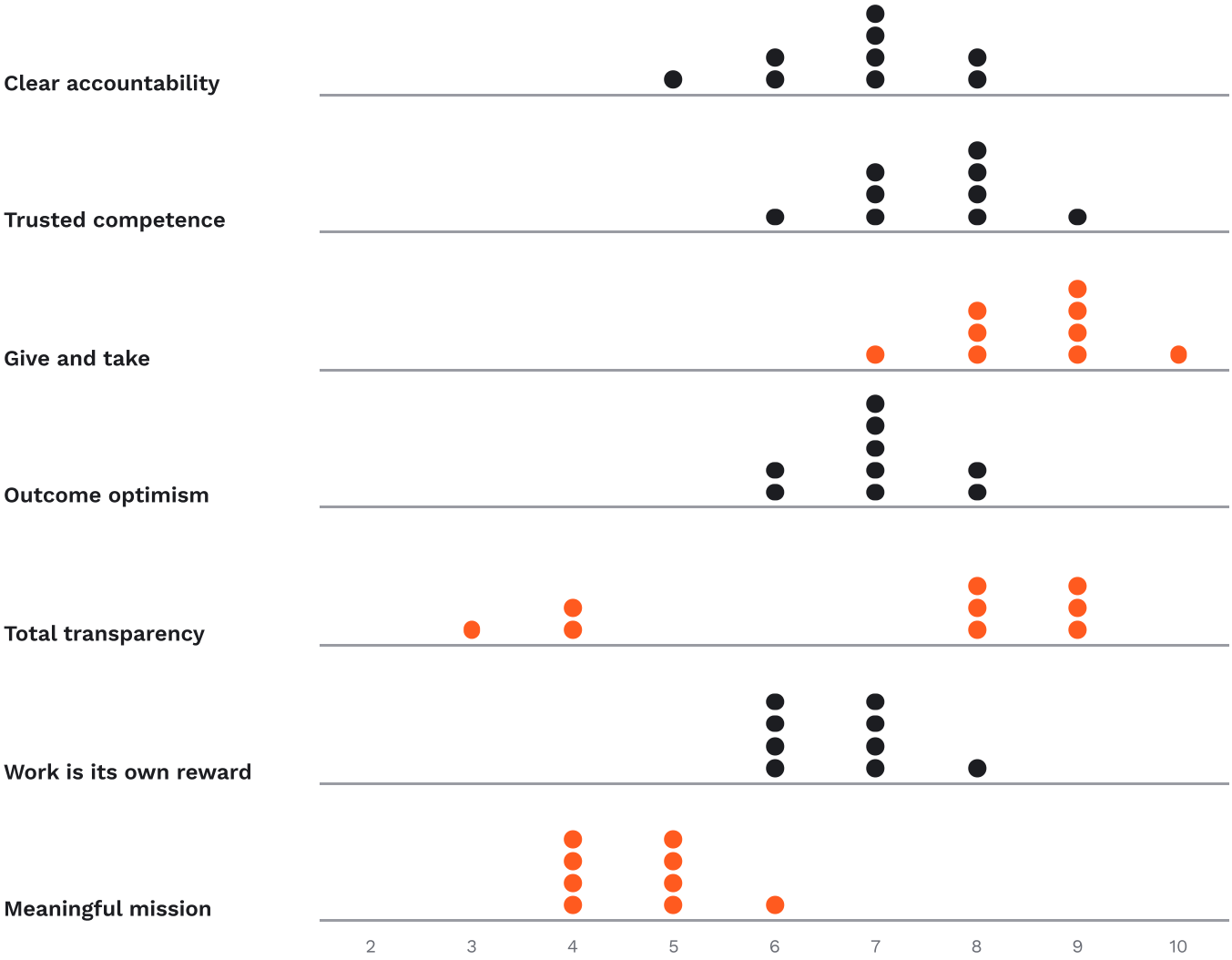
Clear accountability	**Trusted competence**	**Give and take**	**Outcome optimism**	**Total transparency**	**Work is its own reward**	**Meaningful mission**
Add 1 and 8	Add 2 and 9	Add 3 and 10	Add 4 and 11	Add 5 and 12	Add 6 and 13	Add 7 and 14

WORKED EXAMPLE

An example team's results

HIGH PERFORMING TEAMS

A nine-person IT support team at a university. Each dot is one person's score for that belief, from 2 to 10. Use it to see how a team reads its results, not as a target.



Strongest

Give and take. Asking for help on a difficult ticket is normal and quickly answered.

Widest spread

Total transparency. The main desk hears about changes early; the other site often hears last.

Weakest

Meaningful mission. The work is seen as fixing things, not helping students and staff.

Our two actions

1. Share one piece of thanks or one fix that mattered at every weekly meeting (rotating)
2. Copy the other site into every change notice (team leader)

Free to use and share with your team