

## Attitudes of an Effective Team Builder

The following attitudes support team building. This scale will help to identify your strengths, and determine areas where improvement would be beneficial. Circle the number that best reflects where you fall on the scale. The higher the number, the more the characteristic describes you.

When you have finished, total the numbers circled in the space provided.

- |   |               |
|---|---------------|
| 1. When I select employees I choose those who can meet the job requirements and work well with others.            | 7 6 5 4 3 2 1 |
| 2. I give employees a sense of ownership by involving them in goal setting, problem-solving and other activities. | 7 6 5 4 3 2 1 |
| 3. I try to provide team spirit by encouraging people to work together and to support one another                 | 7 6 5 4 3 2 1 |
| 4. I talk with people openly and honestly and encourage the same kind of communication in return.                 | 7 6 5 4 3 2 1 |
| 5. I keep agreements with my people because their trust is essential to my leadership.                            | 7 6 5 4 3 2 1 |
| 6. I help team members to get to know each other so they can learn to trust, respect and appreciate individuals.  | 7 6 5 4 3 2 1 |
| 7. I ensure employees have the necessary training to do their job and know how it is to be applied                | 7 6 5 4 3 2 1 |
| 8. I understand that conflict within groups is normal, but work to resolve it before it can become destructive.   | 7 6 5 4 3 2 1 |
| 9. I believe people will perform as a team when they know what is expected and what benefits will accrue.         | 7 6 5 4 3 2 1 |
| 10. I am willing to replace members who cannot or will not meet reasonable standards after appropriate coaching.  | 7 6 5 4 3 2 1 |

TOTAL: \_\_\_\_\_

A score between 60 and 70 indicates a positive attitude towards people and the type of attitude needed to build and maintain a strong team. A score between 40 and 59 is acceptable and with reasonable effort, team building should be possible for you. If you scored below 40, you need to examine your attitude carefully in light of current management philosophy.