

Diagnosing the Dynamics of Our Social Action Team...So Far

Psychological Safety

Team members feel safe to take risks and vulnerable in front of each other.

Please rate each of these statements with a 1 (True), 2 (Sometimes True), 3 (Untrue)

- _____ In this team, it is easy to discuss difficult issues and problems.
- _____ When someone makes a mistake in this team, it is often held against them.
- _____ Members of this team value and respect each others' contributions.
- _____ It is completely safe to take a risk on this team.
- _____ It is difficult to ask other members of this team for help.
- _____ Members of this team value and respect each others' contributions.
- _____ This team tends to handle conflicts and differences of opinion privately or off-line, rather than addressing directly as a group.

Overall *Psychological Safety* Rating

On a scale from 1 - 5 (1 = Unsafe & 5 = Safe), how safe do you and your team members feel to take risks and be vulnerable in front of each other?

Dependability

Team members get things done on time and meet a high bar of excellence.

Please rate each of these statements with a 1 (True), 2 (Sometimes True), 3 (Untrue)

- _____ In this team, all team members follow through on the deadlines we set.
- _____ The work our team produces meets a high bar of excellence.
- _____ When / if team members miss a deadline, they proactively communicate when they'll do the work.
- _____ Team members show up for all in-person mtgs, and if they cannot, they take the lead communicating with their team about how best to get in sync.

Overall *Dependability* Rating

On a scale from 1 - 5 (1 = Undependable & 5 = Dependable), how dependable is your team?

Structure & Clarity

Team members have clear roles, plan, and goals.

Please rate each of these statements with a 1 (True), 2 (Sometimes True), 3 (Untrue)

- _____ We are all clear about the purpose of our team and the audience we seek to persuade.
- _____ Our team sets goals, but we don't really have an overall plan.
- _____ Our team uses the structures, resources, and expertise provided by *WtS* to stay in sync and on track.
- _____ It's unclear to the team what role(s) each person is playing.
- _____ We often take time to figure out ways to improve our team's work processes.

Overall *Structure & Clarity* Rating

On a scale from 1 - 5 (1 = Unclear & 5 = Clear), how clear are you and your team members about your roles, plan, and goals?

Meaning

Work is personally important to team members.

Please rate each of these statements with a 1 (True), 2 (Sometimes True), 3 (Untrue)

- _____ We are passionate about our focus, which is personally meaningful to all of us.
- _____ Some of us find ourselves thinking about our topic / group all of the time.
- _____ We set goals for what we will accomplish and how we will communicate.

Overall *Meaning* Rating

On a scale from 1 - 5 (1 = Meaningful & 5 = Meaningless), how personally meaningful is this team's purpose to our members?

Impact

Team members think their work matters and creates change.

Please rate each of these statements with a 1 (True), 2 (Sometimes True), 3 (Untrue)

- _____ All of us are convinced that this work is hugely important not just to us, but for the wider world.
- _____ We continue to collect evidence to diagnose the impact of our actions.
- _____ It's unclear whether we're making an impact yet.

Overall *Impact* Rating

On a scale from 1 - 5 (1 = Impactful & 5 = No Impact), how much impact is your team having on your targeted audience?

*Several of these questions are excerpted from [Measurement Instrument Database for the Social Sciences](#).

Bright Spots: What's working well?

Adjustments: How might we improve how we work together?