

Integro Leadership Institute
Team Alignment Questionnaire™
Questions

Section 1: Team Trust Level

1. Team members have the information they need to get the job done.
2. Team members have difficulty in clarifying expectations with each other.
3. In our team, when people express their point of view, they feel they have been truly listened to.
4. In our team we can rely on each other to get the job done.
5. Team members are encouraged to share their feelings, regardless of whether they are positive or negative.
6. If there is conflict in our team it is handled in a straightforward and constructive manner.
7. Team members are accepted for who they are.
8. When team members say they will do something, it gets done.
9. Team members are comfortable asking for feedback from one another.
10. In our team we have clearly defined the standards of behavior we must operate by.
11. In our team, it is safe to express conflicting points of view.
12. Team members take ownership of their areas of responsibility.
13. Team members keep information to themselves that should be shared with others.
14. When it comes to operating by our values, our team practices what we preach.
15. Our team finds it difficult to encourage and support each other in our efforts to get the job done.
16. Our team has high standards of quality in everything that we do.

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Information only
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Section 2: Team Alignment

17. Our team has a clear idea of why we exist.
18. Our team is moving together in the same direction.
19. We operate by a clearly defined set of values.
20. Forms, reports and procurement methods are familiar to team members.
21. For the most part, our team has its priorities in order.
22. I like the direction this team is going in.
23. For the most part, the values we operate by help us get our jobs done.
24. The written and verbal methods we use to move ahead on tasks are fairly simple and efficient.
25. Our team knows what is expected of us.
26. Our team clearly understands what we need to achieve.
27. People in our team demonstrate a clear understanding of our values through their behavior.
28. Team members know who to go to, to get something done.
29. Our team is providing a vital service to the organization.
30. I believe our team and individual goals are realistic.
31. I personally agree with the basic principles our team operates by.
32. I believe we have the right people in the right roles.
33. Our team has a coherent plan for achieving our vision.
34. Team members have the information they need to set priorities.
35. Team members are generally aware of the way work flow proceeds around here.
36. Team members understand what is expected of them in their respective roles.
37. The strategies we have in place will ensure we achieve our vision.
38. If everybody does his or her job, the team can achieve its goals quite consistently.
39. The systems for getting things done around here work quite well.
40. Team members' areas of responsibility are big enough yet not too big.