



Team Dynamics Scorecard

Team/Meeting _____ Date/Duration _____ Moderator Initials _____

Instructions: Use the scale below to indicate how each factor applies to your team meeting. Please evaluate the statements honestly and without over-thinking your answers.

1.	Openness & Trust <i>A climate of trust and candour – sharing difficult information and engaging in spirited debate</i> Rating Observations: _____	Very Low 1 <input type="checkbox"/>	Low 2 <input type="checkbox"/>	Moderate 3 <input type="checkbox"/>	High 4 <input type="checkbox"/>	Very High 5 <input type="checkbox"/>
2.	Balanced Debate <i>A culture of balanced debate through respect for dissenters and probing of silent participants</i> Rating Observations: _____	Very Low 1 <input type="checkbox"/>	Low 2 <input type="checkbox"/>	Moderate 3 <input type="checkbox"/>	High 4 <input type="checkbox"/>	Very High 5 <input type="checkbox"/>
3.	Competency Over Role <i>Utilising professional competencies over roles/positions to ensure expertise is brought to the debate/decision</i> Rating Observations: _____	Very Low 1 <input type="checkbox"/>	Low 2 <input type="checkbox"/>	Moderate 3 <input type="checkbox"/>	High 4 <input type="checkbox"/>	Very High 5 <input type="checkbox"/>
4.	Issues Over Personalities <i>The discussion remains on key strategic issues/topics and is not overtaken by personalities associated with issues</i> Rating Observations: _____	Very Low 1 <input type="checkbox"/>	Low 2 <input type="checkbox"/>	Moderate 3 <input type="checkbox"/>	High 4 <input type="checkbox"/>	Very High 5 <input type="checkbox"/>
5.	Accountable Actions & Clear Outcomes <i>Clear individual accountabilities established for each group member with key due dates for measurable deliverables</i> Rating Observations: _____	Very Low 1 <input type="checkbox"/>	Low 2 <input type="checkbox"/>	Moderate 3 <input type="checkbox"/>	High 4 <input type="checkbox"/>	Very High 5 <input type="checkbox"/>

Total Scores

Total Performance Score: Sum of 5 Ratings _____ out of a maximum of 25
 Percentage Performance Score: Total Score _____ multiplied by 4 = _____%

Notes – Key Competencies: (a) Be able to identify and communicate individual (i.e., technical, strategic, governance, relational or political) skill sets to the rest of the group and have an awareness of the balance of skill sets across the group; (b) Assimilate and synthesise complex information quickly; (c) Develop and deliver a convincing argument; (d) Be innovative and think beyond the normal curve; and (e) Understand issues at both the detailed/local level and ‘big picture’ whole of organisation level.

Yellow Card – Caution – Keep on Track _____

Red Card – Stop – Refocus/Redirect _____