

Source: [*The Five Dysfunctions of a Team: A Leadership Fable* by Patrick M. Lencioni](#)

Team Assessment Tool

This questionnaire is a straightforward diagnostic tool for helping you evaluate your team's susceptibility to the five dysfunctions. Click here for a simple explanation of how to tabulate the results and interpret the possible conclusions. If possible, have all members of your team complete the diagnostic and review the results, discussing discrepancies in the responses and identifying any clear implications for the team. Instructions: Use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over-thinking your answers.

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3 = Usually 2 = Sometimes 1 = Rarely

- ___ 1. Team members are passionate and unguarded in their discussion of issues.
 - ___ 2. Team members call out one another's deficiencies or unproductive behaviors.
 - ___ 3. Team members know what their peers are working on and how they contribute to the collective good of the team.
 - ___ 4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
 - ___ 5. Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team.
 - ___ 6. Team members openly admit their weaknesses and mistakes.
 - ___ 7. Team meetings are compelling, and not boring.
 - ___ 8. Team members leave meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement.
 - ___ 9. Morale is significantly affected by the failure to achieve team goals.
 - ___ 10. During team meetings, the most important—and difficult—issues are put on the table to be resolved.
 - ___ 11. Team members are deeply concerned about the prospect of letting down their peers.
 - ___ 12. Team members know about one another's personal lives and are comfortable discussing them.
 - ___ 13. Team members end discussions with clear and specific resolutions and calls to action.
 - ___ 14. Team members challenge one another about their plans and approaches.
 - ___ 15. Team members are slow to seek credit for their own contributions, but quick to point out those of others.
- Scoring Combine your scores for the preceding statements as indicated below.

Source: Lencioni, Patrick M. (2011-11-17). [*The Five Dysfunctions of a Team: A Leadership Fable* \(J-B Lencioni Series\). \(192-194\). Wiley. Kindle Edition.](#)