

Team Leader Development Programme - Motivation

**PERFORM - How do you rate?**

Read the following statements and consider how your team would rate on a scale of 1 - 5 (where 1 = low, 5= high).

Tick the statements you intend to take action to improve and record how you intend doing so on your action plan.

	Rate	Tick
<b>Purpose</b>		
Team members can describe, and are committed to, a common purpose.		
Goals are clear, challenging and relevant to that purpose.		
Organisational strategies for achieving goals are clear.		
Individual roles are clear.		
<b>Empowerment</b>		
Team members feel a personal and collective sense of empowerment.		
Team members have the necessary resources to do their job.		
Organisational policies and practices support team objectives.		
Mutual respect and willingness to help each other are evident.		
<b>Relationships and Communication</b>		
Team members express themselves openly and honestly.		
Warmth, understanding and acceptance of others are expressed.		
Team members listen actively to each other.		
Differences of opinion and perspective are valued.		

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	Rate	Tick ✓
<b>Flexibility</b>		
Team members perform different roles and functions as needed.		
Team members share responsibility for team leadership and development.		
Team members can adapt to changing demands.		
Various ideas and approaches are explored.		
<b>Optimal Productivity</b>		
Team output is high.		
Quality is excellent.		
Decision-making is effective.		
A clear problem-solving process is apparent.		
<b>Recognition and Appreciation</b>		
Individual contributions are recognised and valued by the team leader and team members.		
Team accomplishments are recognised and valued by the team leader.		
Team members feel respected.		
Team contributions are valued and recognised by the organisation.		
<b>Morale</b>		
Individuals feel good about their membership of the team.		
Individuals are confident and motivated.		
Team members have a sense of pride and satisfaction about their work,		
There is a strong sense of cohesion and team spirit.		

## Complete Performance

*working to get your teams working*