

Team Leader Assessment ALL LEVELS

	LEVEL I	LEVEL II	LEVEL III
	The team leader takes interpersonal risks	The team leader reacts when members take interpersonal risks	The team leader promotes interpersonal risk-taking in the team and reacts when members react negatively to others taking interpersonal risks
REACTION TO MISTAKES If you make a mistake on this team, it is not really held against you	Leader shares own mistakes and the learning from them with team members 1 2 3 4 5	When a team member shares a mistake, the leader focuses on the issue, not the person, and looks for learning 1 2 3 4 5	Leader encourages sharing and learning from mistakes and does not allow negative reactions or blaming from anyone in the team 1 2 3 4 5
DEALING WITH ISSUES Members of this team are able to bring up problems and tough issues.	Leader brings up problems and tough issues for the team to discuss and find solutions 1 2 3 4 5	When team members bring up problems and tough issues, the leader ask questions to explore and understand 1 2 3 4 5	Leader encourages members to speak up about problems and issues and ensures that these are explored by the team. 1 2 3 4 5
EMBRACING DIVERSITY People on this team never reject others for being different.	Leader is authentic with members in the team and open about own biases 1 2 3 4 5	The leader openly embraces the diversity amongst team members, including those aspects that are very different from their own 1 2 3 4 5	Leader ensures that the team hears and explores all points of view, even if the majority thinks in a certain way. 1 2 3 4 5
TAKING RISKS It is safe to take a risk on this team.	Leader proposes new initiatives or untested ideas for the team to explore 1 2 3 4 5	When team members propose untested ideas or new initiatives, the team leader embraces them and is willing to take the risk with the team 1 2 3 4 5	Leader ensures any new idea or initiative is reviewed thoroughly by the team before decisions are made and does not allow ideas to be rejected out of hand 1 2 3 4 5
ASKING FOR HELP It is easy to ask other members of this team for help.	When facing challenges, leader asks members in the team for help 1 2 3 4 5	Leader encourages team members to ask for help and responds positively when they do 1 2 3 4 5	Leader encourages team members to ask for help and for others in the team to offer their help 1 2 3 4 5
MUTUAL SUPPORT No one on this team would deliberately act in a way that undermines my efforts.	Leader communicates in a transparent way what they are working on 1 2 3 4 5	Leader ensures that their own activities do not undermine the efforts of the team members 1 2 3 4 5	Leader promotes cross-checking so members' activities don't negatively impact others' and intervenes when contradictory actions exist 1 2 3 4 5
APPRECIATION Working with members of this team, my unique skills and talents are valued and utilized.	Leader contributes their skills and talents to the team and is clear about which skills they lack 1 2 3 4 5	Leader values and expresses appreciation for team members' skills and talents. 1 2 3 4 5	Leader creates opportunities for team members to use their specific skills and talents to contribute to the team's performance 1 2 3 4 5