

TEAM BUILDING CHECKLIST

Which Assessment Type is Right for You?

Take a look at the following statements. For each one that applies to you, give yourself the point value associated with the statement. Once you are finished, add up your scores to determine the level of investment your organization will want to make in using assessments for team building.

	<i>POINTS</i>
<input type="checkbox"/> There is clear evidence of a communication problem on the team	4
<input type="checkbox"/> Employees working remotely feel disconnected	4
<input type="checkbox"/> My company recently experienced organizational change	4
<input type="checkbox"/> There is conflict within the team	4
<input type="checkbox"/> Employees are not engaged or have low morale	4
<input type="checkbox"/> My organization is restructuring; we need to assimilate new team members	4
<input type="checkbox"/> The leadership in my organization is willing to allocate resources towards team development	2
<input type="checkbox"/> I believe people in my organization would have an open mind about using assessments	2

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|--------------------------|---|---|
| <input type="checkbox"/> | I have at least 2 hours to spend on my initial team building session | 1 |
| <input type="checkbox"/> | I am able to spend \$50-\$100+ on each employee for team building | 1 |
| <input type="checkbox"/> | There is a budget for me to attend training or professional development | 1 |
| <input type="checkbox"/> | The leadership in my organization believes in soft-skills development | 1 |
| <input type="checkbox"/> | We have ongoing opportunities for team building | 1 |
| <input type="checkbox"/> | We can spend 45 minutes to meet with employees to share assessment result | 1 |
| <input type="checkbox"/> | The team feels that team building is worth their time | 1 |
| <input type="checkbox"/> | The team is frustrated with their roles or teammates | 1 |

TOTAL _____

Now, take your total score and mark where you fall along the spectrum—will you be using a “short and sweet” or “deep dive” assessment for your next team building session?



The “Short and Sweet” Method

Less Investment, Less Reward

The “Deep Dive” Method

Greater Investment, Greater Reward