

The Five Dysfunctions Assessment

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.

- 3 = Usually
- 2 = Sometimes
- 1 = Rarely

1. ____ Team members are passionate and unguarded in the discussion of issues.
2. ____ Team members all 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.

Dysfunction #1 Absence of Trust	Dysfunction #2 Fear of Conflict	Dysfunction #3 Lack of Commitment	Dysfunction #4 Avoidance of Accountability	Dysfunction #5 Inattention to Results
S4	S1	S3	S2	S5
S6	S7	S8	S11	S9
S12	S10	S13	S14	S15
Total ____	Total ____	Total ____	Total ____	Total ____