

TEAM

NEEDS ASSESSMENT

Communication

- What are some of the communication challenges your team faces?
- Do you find certain personalities dominating communication on the team?
- Do team members sometimes 'miss each other' (i.e. go in different directions) when communicating?"
- Do team members sometimes have difficulty communicating with clients or customers?

Conflict

- How well does your team deal with conflict?
- Could your team benefit from improving its management of conflict?
- How aware is your team of each other's needs during conflict?

Stress

- How much stress is your team under?
- Do team members ever snap at each other or have other uncharacteristic reactions during stress?
- How well does your team deal with stress?
- How much do team members know about how to handle each other during stressful situations?

Change

- How much change has your team experienced lately?
- How does your team respond to change?
- Have your team members ever examined their strengths and challenges during an organisational change process?
- How well do team members communicate what they need during a change process?

Self-Awareness

- Do you think your team members could benefit from some individual development?
- How often do team members get to focus on individual development activities?
- Do you have some members who could benefit from taking a closer look at themselves?
- Do you have team members who don't seem to fit well in their roles?