

# The SMART Workplace

## SMART TEAM QUICK - CHECK ASSESSMENT

This Quick-Chek is designed to give your team an easy way to do a 'temperature check' to get an idea if a more extensive analysis or team development is indicated. Please complete the following five questions and total your score to determine how ready your team may be to engage in flexible, virtual and SMART teamwork.

1. My team talks freely and openly among our members and as a whole team, using digital collaboration to work better together.

1	2	3	4	5
Doesn't occur	Infrequently, once in awhile	Sometimes	Most of the time	Always

2. As a team we all clearly understand what we need to accomplish, together and individually.

1	2	3	4	5
Almost everyone has a different perspective on our goals and priorities.	There are sub-groups within the team that have differing opinion	The majority of the team is aligned on this.	There are only one or two people who don't agree on what our team accomplishments need to be.	The entire team is totally aligned regarding what we need to do.

3. All team members understand our respective strengths and how we complement each other.

1	2	3	4	5
People understand their own strengths, but seems unaware of their teammates' unique contributions.	Some teammates understand and work with each others' strengths	The majority of the team is aligned on this and working to their strengths.	There are only one or two people who don't know or work with other team member strengths.	All team members have an understanding of each other's strengths and how they strengthen the team's performance..

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4. Team members extend themselves beyond their individual responsibilities to help others when need.

1	2	3	4	5
We all stick to our own responsibilities.	Support is given mostly to close friends on the team.	Yes, mostly if it appears the whole team will fail.	Yes, but only under managerial direction.	Yes, anyone can call for help from others at any time.

5. I count my work team members among my closest professional friends.

1	2	3	4	5
No, we don't socialize with each other after work.	We go to team social events outside of work on special occasions.	There are some close friendships though not all team members.	There are one or two team members who are less socially engaged with other team members.	Our team is a mutually supporting social network with close social bonds.

6. All team members are engaged with our work.

1	2	3	4	5
Most people are actively disengaged and are just doing their jobs.	Sometimes the team gets engaged, but only for short periods of time.	My team is neither disengaged or engaged.	We are engaged and committed most of the time.	I am in total engagement with all team members, and we care about our outcomes.

If your total score is between **30 and 21** your team is well positioned to be SMART.

If your score is between **20 and 12** your would benefit from available on-demand team training or coaching

If your score is **below 12** we suggest SMART Teams Bootcamp training.