Global Team Coaching Institute

Diagnostic Tool for Team Coaching
How much of a team player are you?

This simple questionnaire gives individuals on a team useful insights into themselves as team players. It can be used as a self-diagnostic, or for feedback from team colleagues, or both.

Scoring

Team player: 33+   In an ideal team, all members will score within this range. There will still be areas revealed from the data, where they could work together to improve teamwork. Where the gap is small, the team needs a lot more coaching to achieve greater collaboration.

Loner: 32-11   If one or more members score highly as loners, the team has the basis for a conversation about how they will accommodate that person's preferences and what they need in return from that person.

Team Player	5 = Very Likely		1 = Not at All Likely			Loner
Picks up team colleague's overload	5	4	3	2	1	Focused solely on own work
Welcomes and builds on other's ideas	5	4	3	2	1	Obsessed with own ideas
Mentors colleagues	5	4	3	2	1	Focused on own development
Shares the recognition for accomplishments	5	4	3	2	1	Seeks recognition for self
Subordinates own priorities to those of the team	5	4	3	2	1	Puts own priorities first
Prefers to work alongside others	5	4	3	2	1	Prefers to work alone
Consults others frequently	5	4	3	2	1	Consults others when needs to
Prefers to make decisions by consensus	5	4	3	2	1	"It's better to ask for forgiveness than permission"
Adjusts pace to suit the team	5	4	3	2	1	Likes to do things at own pace
Feels pride in team accomplishments	5	4	3	2	1	Feels pride in own accomplishments
Takes responsibility for improving team mood	5	4	3	2	1	Concerned mainly with own mood