

# TRUE ALIGNMENT®

## Team Alignment Survey

Third Edition

Edgar Papke  
[www.TrueAlignment.com](http://www.TrueAlignment.com)

*Instructions:*

Following each statement, please circle or highlight the value that best describes, in your opinion, the extent to which the particular characteristic is present in your team. Only select one value from the scale of 1 to 6 for each of the statements.

	<u>Poorly</u> <span style="float: right;"><u>Effectively</u></span>					
1. How well are the team's purpose and vision articulated and understood?	1	2	3	4	5	6
2. How well is the team's strategy articulated and understood?	1	2	3	4	5	6
3. How well understood are the measurable goals of the team?	1	2	3	4	5	6
4. How well does the team focus on short-term goals in alignment to its long-term vision and strategy?	1	2	3	4	5	6
5. How well are individual goals aligned to team goals?	1	2	3	4	5	6
6. How well are the problem-solving processes of the team understood and used?	1	2	3	4	5	6
7. How well are work processes of the team defined and understood?	1	2	3	4	5	6
8. How well is the process for selecting and integrating new members defined and used?	1	2	3	4	5	6

	Poorly			Effectively		
9. How well is the team's approach to decision making understood and used?	1	2	3	4	5	6
10. How well is the team leader's behavior aligned with the culture of the team?	1	2	3	4	5	6
11. How well do the members of the team address accountability issues with one another?	1	2	3	4	5	6
12. How well do members of the team demonstrate their commitment and trust to one another?	1	2	3	4	5	6
13. How well do team members share information and ideas with one another?	1	2	3	4	5	6
14. How well do team members give and receive feedback to one another?	1	2	3	4	5	6
15. How well do team members listen to each other?	1	2	3	4	5	6
16. How well do team members confront conflict and disagreement with each other?	1	2	3	4	5	6
17. How well do team members resolve conflict with one another?	1	2	3	4	5	6

		Poorly		Effectively			
18.	How well are individual roles and expectations defined and understood?	1	2	3	4	5	6
19.	How well does the team's culture align to the culture of the organization?	1	2	3	4	5	6
20.	How well are individual development plans for team members defined and supported?	1	2	3	4	5	6
21.	How well does the team leverage its combined technical expertise?	1	2	3	4	5	6
22.	How well does the team leverage its diversity of personalities?	1	2	3	4	5	6
23.	How well do team members recognize the accomplishments of one another?	1	2	3	4	5	6
24.	How well does the team perform candid self-assessment and understand its strengths and weaknesses?	1	2	3	4	5	6
25.	How well does the team plan and implement strategies for improvement?	1	2	3	4	5	6

## Designing Your Team Alignment Strategy

- ↪ Based on the survey responses, what are the strengths of the team?
  
- ↪ What can be done to better utilize your team's strengths?
  
- ↪ Based on your results, what are the areas and characteristics that can be improved?
  
- ↪ What are the barriers and obstacles that may keep the team from improving these?
  
- ↪ What are the priorities in addressing the team's areas of improvement and becoming an aligned, high-performance team?

## Designing Your Team Alignment Strategy

Identify the priority strategies and actions to improve the team's alignment and performance. In doing so, clearly articulate goals and objectives, measurements and definitions of success, timelines for implementation, sources for feedback, responsibilities, and the resources required for success.

This *Team Alignment Survey* may be used in support of *The True Alignment™* system, or as an independent tool.

It is valuable in providing information that reflects how team members describe the level of alignment across a set of key team characteristics and elements of alignment.

If you are interested in learning and exploring more about the True Alignment system, please contact us.

The True Alignment company offers the following services:

- Coaching for CEOs and their Leadership Teams
- Strategic Alignment Services
- Executive and Leadership Development Workshops and Retreats
- Training for Organizational Development Experts, Leadership Coaches, and Human Resource Professionals

**TRUE ALIGNMENT<sup>®</sup>**

***Telephone: (+01) 720-427-6011***

***Email: [info@truealignment.com](mailto:info@truealignment.com)***

***Website: [www.TrueAlignment.com](http://www.TrueAlignment.com)***