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TEAM DIAGNOSTIC

Based on the Exceptional Team Theory developed by [Mezzana Partners](#), this diagnostic can help you to consider the strengths and development opportunities of your team.

Consider each statement and place a tick in the box that corresponds with your level of agreement.

	Statement	Strongly Disagree	Disagree	Neither Agree / Disagree	Agree	Strongly Agree
Why	I am clear on why my team exists					
	My team are clear why they do what they do					
Success	I know what success looks like					
	I have articulated this vision of success to the team					
	I have articulated this vision of success to the team					
Values	The team are able to share this vision of success with others					
	We have a clear set of values that are articulated and shared					
	Everyone aligns to these values as an important way to work together meaningfully					
Strategy	I have a clear strategy for getting us from where we are to where we are going					
	I am clear on the plan and priorities					
	The team are aware of the strategy we have for making progress to our goal					
	Team members are able to prioritise their work in order to deliver on the strategy					
How	My own behaviours are consistent with both our values and our strategy					
	My team's behaviour is consistent with our stated values and the strategy we are working towards					



	Statement	Strongly Disagree	Disagree	Neither Agree / Disagree	Agree	Strongly Agree
How	My team have a level of autonomy to get the job done					
	My team have the right skills to get the job done					
Relationships	I work effectively with my team and I would describe the relationship as both good and productive					
	Team members recognise the skills and expertise that each of them bring in order to get the job done					
	My team members work effectively with each other showing high levels of mutual respect					
	The relationships we have with critical stakeholders is productive					
	The relationships we have with influential stakeholders is good					
	The team has focussed and efficient ways of decision making as new information emerges					
High Performance Habits	Decisions are made when they need to be made					
	I feel confident giving constructive / developmental feedback to my colleagues					
	My team is able to offer developmental feedback to one another to improve performance or behaviour					
	I am able to effectively resolve conflict or manage strongly held views in the team					
	My team members are able to resolve disputes effectively and can navigate the tension that might arise from strongly held views					
	I do what I say I am going to do					



High Performance Habits

Statement	Strongly Disagree	Disagree	Neither Agree / Disagree	Agree	Strongly Agree
Team members have high levels of accountability and do what they say they are going to do					
Our meetings are focussed and result in clear actions					
I am always learning new things and am quick to apply learning					
My team shares knowledge & skills and actively seeks opportunities to develop themselves					
We collaborate effectively					
We're able to come up with new ideas easily					
We handle ambiguity well					
We're willing to take risks and challenge convention					
We are fast moving/agile					