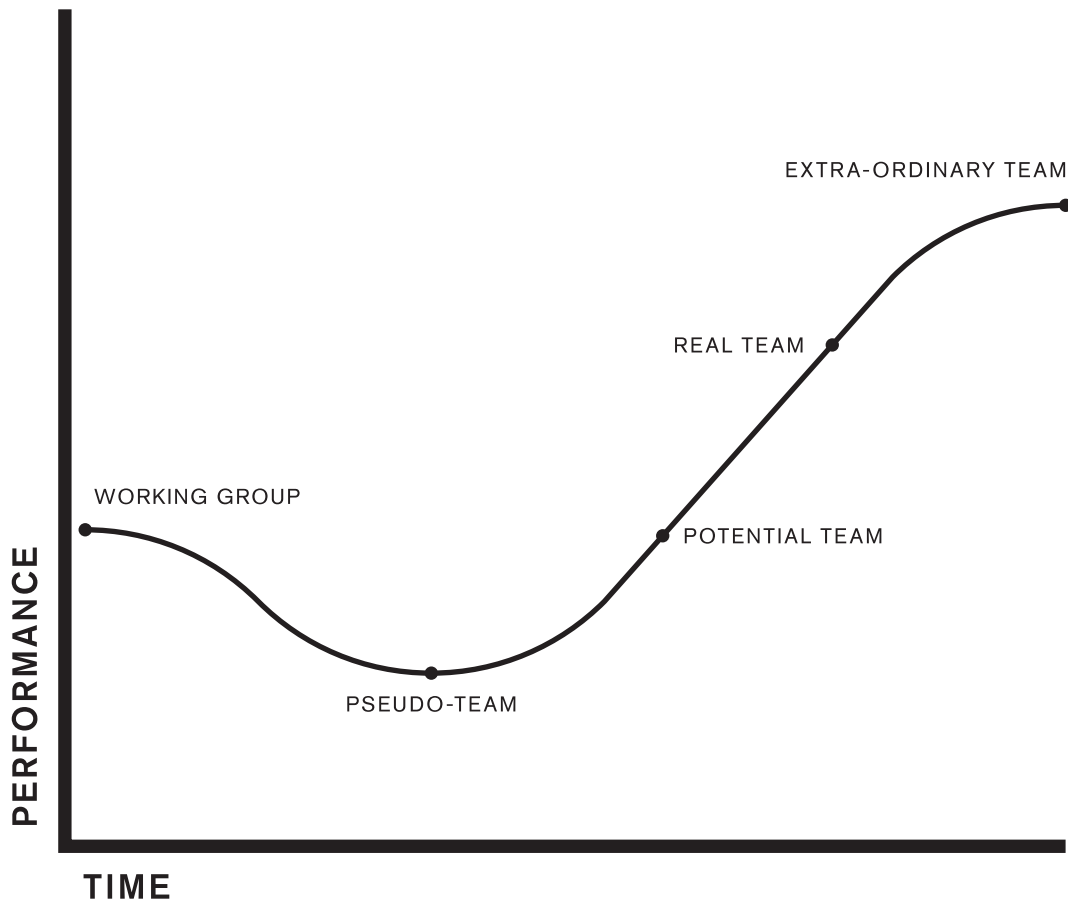


Measuring Performance

Based on the definitions below, plot your team performance on the chart



- 1. Working group:** a group where no performance need or opportunity exists that requires a team. Members interact to share information but have specific areas of responsibility and little mutual accountability.
- 2. Pseudo-team:** a group where there could be an existing performance need or opportunity that requires a team but there has not been a focus on collective performance. Interactions between members detract from each individual's contribution.
- 3. Potential team:** a group where a significant performance need exists and attempts are being made to improve performance. This group typically requires more clarity about purpose, goals or outcomes and needs more discipline.
- 4. Real team:** a group with complementary skills, equal commitment and is mutually accountable.
- 5. Extra-ordinary team:** a real team that also has a deep commitment for one another's personal growth and success.