

Question 1: On a scale of 1-10, how would you assess your effectiveness as a leadership team?

1 = Completely ineffective. Any success is 100% despite us or due to chance.



10 = Completely Effective. Any failure is due to circumstances that are truly outside of our control

Question 2: On a scale of 1-10, how would you assess your trust in each other's decision-making process?

1 = We do not trust each other's decision-making at all. We second-guess all decisions, backtracking to re-decide via consensus.

10 = We fully trust each other's decision-making. We are willing to take one another's conclusions as inputs, with 0 second-guessing of the underlying logic.

Question 3: On a scale of 1-10, how would you assess your ability to leverage feedback to improve?

1 = We are held back by our inability to give and receive feedback well. We avoid giving feedback for even obvious issues. When we do give feedback, it deteriorates relationships.

10 = Everyone on the team gives and receives feedback in a way that makes the individual, the relationship, and the entire team better. We withhold nothing.

Question 4: On a scale of 1-10, how do you assess the team's ability to have level 3 conversations? (conversations about feelings, needs, wants, and associated thoughts)

1 = Completely unable. We avoid having level 3 conversations even when it is glaringly obvious that we need them. We are totally unaware of the value level 3 conversations can bring to us as a team. When we do have level 3 conversations, they go poorly and accrue relationship debt.

10 = We are adept at having level 3 conversations. We discuss feeling, needs, and desires as needed in a way that leaves the individual, the relationship, and entire team better.

Question 5: On a scale of 1-10, how would you assess how well the team knows and understands each other?

1 = There are obvious ways in which our not knowing each other detracts from our ability to work effectively together. I can easily think of a few questions which, if answered, would make us more effective.

10 = We know and understand each other well in ways that help us to better collaborate and problem-solve together. I can think of no questions which, if answered, would make us more effective.

Question 1: On a scale of 1-10, how you assess your relationship with each other member of the leadership team?

1 = Extremely poor. We avoid working together or our relationship devolves into antagonistic conflict.



10 = Extremely good. We know and respect each other deeply and are able to collaborate in lockstep with one another.

Question 2: On a scale of 1-10, how would you assess your trust of each other member of the team's decision-making process? Their trust of yours?

1 = We do not trust each other's decision-making at all. We second-guess all decisions, backtracking to re-decide via consensus.

10 = We fully trust each other's decision-making. We are willing to take one another's conclusions as inputs, with 0 second-guessing of the underlying logic.

Question 3: On a scale of 1-10, how would you assess your ability to give feedback to each other member of the team in a way that empowers them to improve? Them to give it you?

1 = We are held back by our inability to give and receive feedback well. We avoid giving feedback for even obvious issues, or when we do give feedback it deteriorates relationships.

10 = Everyone on the team gives and receives feedback in a way that makes the individual, the relationship, and the entire team better. We withhold nothing.

Question 4: On a scale of 1-10, how do you your ability to have level 3 conversations with other members of the team? (conversations about feelings, needs, wants, and associated thoughts)

1 = Completely unable. We avoid having level 3 conversations even when it is glaringly obvious that we need them/We are totally unaware of the value level 3 conversations can bring to us as a team/we have level 3 conversations but they go poorly and accrue relationship debt

10 = We are adept at them. We discuss feeling, needs, and desires as needed in a way that leaves us the individual, the relationship, and the entire team better.

Question 5: On a scale of 1-10, how would you assess how well you know and understands each other member of the team? How well they know and understand you?

1 = There are obvious ways in which our not knowing each other detracts from our ability to work effectively together. I can *easily* think of a few questions which, if answered, would make us more effective.

10 = We know and understand each other well in ways that help us to better collaborate and problem-solve together. I have few questions which, if answered, would make us more effective