Team Effectiveness Inventory

Author(s) of Instrument:
Kathleen H. Wilber, PhD
Adria E. Navarro, PhD
Zachary D. Gassoumis PhD
Jeanine Yonashiro-Ch, PhD
*Adapted from work by Chuck L. Kormanski & Andrew Mozenter (1987)

Key References: Publications related to this instrument


Primary Use/Purpose: This section describes what this instrument was designed to measure.

The Team Effectiveness Inventory is a 21-question assessment which can be administered as a survey to individual team members. In addition to a global measure of team effectiveness, the instrument assesses five (5) aspects of effective team interaction: team mission, goal achievement, empowerment, open and honest communication, positive roles/norms. Respondents are asked to read a statement and indicate the extent to which they agree with the views being expressed.

Responses are based on a 4-point Likert scale with answers ranging from "Strongly Disagree" to "Strongly Disagree." Scores for each domain were averaged to generate a score for each aspect of team effectiveness.
**Background and Development:** How and why this instrument was developed.

The instrument was adapted from an existing instrument developed by Kormanski & Mozenter, 1987 for use with a multidisciplinary team (MDT) working in an elder abuse forensic center. The instrument was originally used to evaluate the Los Angeles County Elder Abuse Forensic Center. It has since been used in a systematic evaluation of four elder abuse forensic centers in California.

**Psychometrics (if applicable):** Any testing of this instrument.

N/A.

**Link to Instrument:** Link to the instrument if available.

See attached.

**Submitted by:** Jeanine Yonashiro-Cho, PhD submitted this instrument to the CVR Instruments Collection and certified permission to publicly share this instrument.
Please check the box that best describes how long you have been on this team:
☐ 1-3 meetings  ☐ 4-6 meetings  ☐ 6-10 meetings  ☐ 11 or more meetings

TEAM INVENTORY
(Navarro, et al., 2010; Adapted from Kormanski & Mozenter, 1987)

Using the scale below, circle the number that corresponds with your assessment of the extent to which each statement is true about your team:

1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

1. Everyone on my team knows why our team does what it does. 1 2 3 4
2. The facilitator consistently lets the project members know how we are doing in accomplishing the process. 1 2 3 4
3. Everyone on my team has significant say or influence on the team’s decisions. 1 2 3 4
4. If outsiders were to describe the way we communicate within our team, they would use such words as “open”, “honest”, “timely”, and “two-way”. 1 2 3 4
5. Team members have the skills and knowledge to contribute to the task we have been assigned. 1 2 3 4
6. Everyone on this team knows and understands the team’s priorities. 1 2 3 4
7. As a team, we work together to set clear, achievable, and appropriate goals. 1 2 3 4
8. I would rather have the team decide how to do something rather than have the team leader give step-by-step instructions. 1 2 3 4
9. As a team, we are able to work together to overcome barriers and conflicts rather than ignoring them. 1 2 3 4
10. The role each member of the team is expected to play is well-designed and makes sense to the whole team. 1 2 3 4
11. If my team does not reach a goal, I am more interested in finding out why we have failed to meet the goal than I am in reprimanding the team members. 1 2 3 4
12 The team has so much ownership of the work that, if necessary, we would offer to stay late to finish the job.

13 The team environment encourages every person on the team to be open and honest, even if people have to share information that goes against what some of the team members would like to hear.

14 There is a good complementarity between the capabilities and responsibilities of everyone on the team.

15 Everyone on the team is working toward the larger mission of the Center.

16 The team has the support and resources it needs to meet the goals expected of it.

17 The team knows as much about what is going on in the organization as the facilitator does, because the facilitator always keeps everyone up-to-date.

18 The team process shows that everyone on the team has something to contribute—such as knowledge, skills, abilities, and information—that are a value to all.

19 Team members clearly understand the team’s unwritten rules of how to behave within the group.

20 The physical plant suggests and promotes team interaction.

21 The team is supportive and provides essential mentoring for new people.

22 Overall, at this point in time, how effective is this team at meeting its goals?

I have filled out this form before: ☐ Yes ☐ No

Comments: