Introduction

Team Effectiveness Dimensions

This questionnaire is an examination of team effectiveness in the human resource team at TargetHarlem New Yorkbased on the following eight dimensions:

* Purpose and goals
* Team processes
* Roles
* Team relationships
* Problem solving
* Intergroup relations
* Skills and learning
* Passion and commitment (NHS.com, 2015).

Complete this questionnaire by recording your personal assessment of team effectiveness. Indicate the appropriate letter in the column which, in your view, most represents your understanding of how your team can be described.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** |
| **5** | **4** | **3** | **2** | **1** |

|  |  |  |
| --- | --- | --- |
|  | Statements | View |
| 1 | The team has a meaningful and shared purpose |  |
| 2 | The team members understand their roles clearly |  |
| 3 | The team problem solving end up with effective solutions |  |
| 4 | The team members have an appreciation of one another’s unique capabilities |  |
| 5 | The team is able to resolve conflicts collaboratively with the other teams |  |
| 6 | Team members are willing to take personal responsibilities for the effectiveness of the team |  |
| 7 | Our teamwork inspires the members to do their best |  |
| 8 | The team’s skills are sufficient to do the tasks effectively |  |
| 9 | The team has a strong commitment to the shared vision |  |
| 10 | Team members are given clarifications of any individuals’ roles changes |  |
| 11 | Team has a quick way of resolving issues |  |
| 12 | Team members listen effectively |  |
| 13 | Our priorities are arranged to meet other workgroup needs |  |
| 14 | Team members are optimistic even in the times of challenges |  |
| 15 | The team has a well-built sense of accomplishment befitting the work |  |
| 16 | We always look forward to doing better than we do today |  |
| 17 | Our focus is on the big strategies as well as the small ones |  |
| 18 | Role definition is clear for each member |  |
| 19 | Team players are rewarded |  |
| 20 | Our group has open and honest communication |  |
| 21 | My group members communicate effectively |  |
| 22 | Team members often seek homegrown solutions to their problems without involving the team leader |  |
| 23 | Our team members are proud members of the team |  |
| 24 | We are continuously working as a team to improve speed of the market, customer responsiveness, cycle time, or any other performance indicators |  |
| 25 | Challenging goals are set and met |  |
| 26 | Each team member values the contribution of each team member |  |
| 27 | Team meetings are very productive |  |
| 28 | There is trust among the team members |  |
| 29 | There are supportive and trusting relationships between our team and the others |  |
| 30 | The team does not spend too much time complaining about things it cannot control |  |
| 31 | Team members often surpass the expectations and are not hesitant to take initiatives |  |
| 32 | Everything including mistakes are viewed as an opportunity for growth |  |
| 33 | The team consistently produces strong and measurable outcomes |  |
| 34 | Team members are clear of what they are doing and do not duplicate efforts |  |
| 35 | We have mechanisms in place to monitor our results |  |
| 36 | Team members come to the help of one another in resolving issues |  |
| 37 | The team works towards integrating its work plans with the ones of other workgroups |  |
| 38 | We give and seek each other feedbacks |  |
| 39 | The team works towards retaining top performers |  |
| 40 | The team uses a number of training forms to update its skills |  |
| 41 | Our work as a team are based on the goals of the organization |  |
| 42 | There are plans in place to help members assume new roles when their roles change |  |
| 43 | The team has a great deal of flexibility to enable it to adopt the dynamic needs |  |
| 44 | We can tolerate opinions without affecting our relationships as a team |  |
| 45 | The collaboration among team members is productive and it yields good results |  |
| 46 | Team members are conscious of what is expected of them and take pride in that |  |
| 47 | The team members are excited by their contribution to the organization’s success |  |
| 48 | Out members embrace continuous job improvement as a way of facing life |  |
| 49 | There is well alignment of the team missions and visions and those of the organization’s |  |
| 50 | Members are not affected by overlapping responsibilities and tasks |  |
| 51 | Consensus decision making work for the team effectively |  |
| 52 | There is a high level of mutual support and corporation among the team members |  |
| 53 | Our team’s goals and those of others’ support each other |  |
| 54 | The team members take into consideration the impact their actions would have on others before they do them |  |
| 55 | Our team is proud of what it accomplishes and is very optimistic about what is in the future |  |
| 56 | Best practices and methods are observed closely by the team members |  |

**Sample Size Determination**

To determine the effective sample size I would use the *Check Market* website sample size calculator and give a margin of error of 2.5% and a confidence level of 95%. The entire population is ranging between 500 and 1,000 (Target Inc. , 2015). Thus, I would use a sample size of 377 respondents (CheckMarket.com , 2015).

# References

CheckMarket.com . (2015). *Easy Sample Size Calculator .* Retrieved from: https://www.checkmarket.com/2013/02/how-to-estimate-your-population-and-survey-sample-size/.

NHS.com. (2015). *Team effectiveness questionnaire.* Retrieved from: http://www.londonleadingforhealth.nhs.uk/sites/default/files/Team\_effectiveness\_diagnostic-LAL1.pdf.

Target Inc. (2015). *Investor Relations .* New York: retrieved from http://intl.target.com/sl/Harlem-Store/2380.