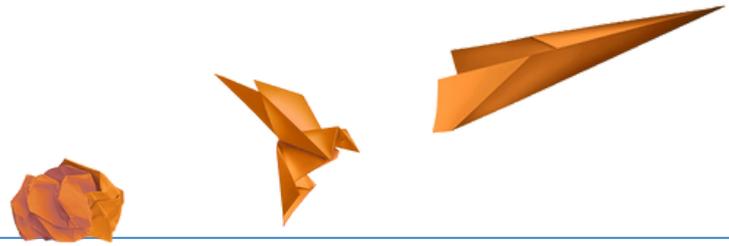


Building a Cohesive Team Self-Assessment

Download and complete this self-assessment to hone in on the specific areas to strengthen to increase your ability to build a cohesive team culture. Study our other resources and consider coaching to further your development.

BUILDING A COHESIVE TEAM CULTURE	Excellent	Good	Could be Better	Needs Work
You build a strong sense of unity and solidarity within your team.				
You support your employees and enhance their sense of belonging.				
You effectively lead team-based problem solving.				
You impart the concept of “unity breeds strength” to your team.				
You make consistent efforts to build a positive work environment for your team.				
You understand psychological safety and work to ensure it's present in every meeting.				
You give praise to team members when praise is due while pointing out shortcomings constructively.				
You address your team with a clear and compelling vision of the shared objectives.				
You make consistent efforts to build trust across your team.				

BAY AREA EXECUTIVE COACH

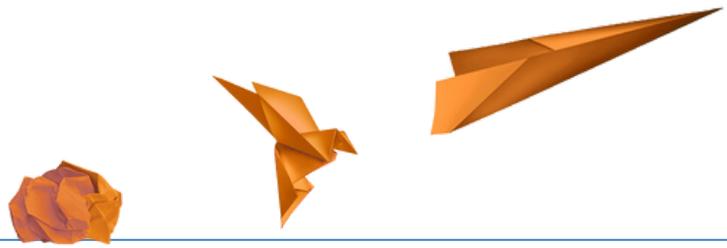


THINK MORE - LEAD BETTER

BUILDING A COHESIVE TEAM CULTURE (cont'd)	Excellent	Good	Could be Better	Needs Work
You invest in building team cohesion through ways that include team building exercises, social get-togethers, and training/educational activities.				
You align your team with the organizational mission.				

LEADERSHIP	Excellent	Good	Could be Better	Needs Work
You are a clear and effective verbal and non-verbal communicator.				
You consistently maintain focus and demonstrate resilience, especially during times of uncertainty and change.				
You request feedback on your leadership.				
You act on the feedback you receive.				
You consistently lead by example.				
You take an active and constructive role in resolving conflicts.				
You hold yourself accountable for your actions and hold team members accountable for theirs.				

BAY AREA EXECUTIVE COACH



THINK MORE - LEAD BETTER

LEADERSHIP (cont'd)	Excellent	Good	Could be Better	Needs Work
You motivate your team to better achieve their goals.				
You actively advocate for collaboration.				

Leaders of virtual teams: please respond to the statements below as well

THE VIRTUAL TEAM	Excellent	Good	Could be Better	Needs Work
You implement collaborative tools and technologies to ensure involvement by your remote-based team.				
You regularly use clear communication channels.				
You have your remote team meet virtually on a regular basis.				
You consider and respect cultural differences within the team.				
You respect time zone differences and try to avoid setting meetings at odd hours.				
You rarely cancel 1on1s with team members.				
You check in regularly on team members to see how they're doing.				
You demonstrate a high degree of organizational skills.				