



THE HUMAN TEAM

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Six Facets of Human Needs™

TEAM HEALTH ASSESSMENT

SIX FACETS OF HUMAN NEEDS™ – TEAM ASSESSMENT

As a leader/manager, use this assessment to determine if the *Six Facets of Human Needs* are being met on your team. This will help you determine the health of your team and areas that need nurturing in order to get the engagement, effectiveness, and successful outcomes from people on teams. Scoring accuracy increases the more people on the team that provide feedback on this assessment. You can also use this as an individual coaching and mentoring tool by simply converting the questions to be relevant for an individual team member.

CLARITY

- Our team has a clearly articulated strategy/plan.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- Each member of our team takes ownership of and is responsible to the strategy and/or plan.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- All processes and procedures needed to execute the strategic plan are documented and clear for all involved.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

CONNECTION

- Our team participates in regular team building and trust building exercises and activities.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- Our team engages in meaningful meetings (e.g., huddles, standing meetings, formal meetings) on a regular basis.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- All team members, whether local or virtual, are provided formats for effective engagement.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

CONTRIBUTION

- It is evident each team member is contributing their best version of themselves to the team.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- Team members regularly engage in developing skills/knowledge that is shared with the team.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- Team members feel their work is meaningful.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

CHALLENGE

- Team members all have high levels of trust (with the team as a whole and with individuals on the team).

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

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- Team members utilize development opportunities (e.g., coaching, training, 360 surveys, feedback loops).

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

- Team members respectfully handle conflict in a proactive way.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

CONSIDERATION

- Team recognition processes (e.g., rewards) are meaningful and tied to team values and beneficial outcomes.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

- Team members have regular 1:1s that are not scheduled over/disregarded as a low priority.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

- Team members have shared their preferences for recognition and feedback / the team leader knows how each team member prefers to be recognized.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

CONFIDENCE

- Team leader embraces failure as a growth and learning opportunity.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

- Team engages in candid conversations to uncover sources of failure and opportunities for improvement.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

- All team members take time to work 'on' the business, not just 'in' the business.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

GENERAL

- Our team is capable of committing to the changes necessary to enhance or maintain the team dynamics.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

- Our team is willing to actively manage weaknesses in our team functioning in a healthy, cohesive way.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

Total Score _____

Scoring:

90-100: Very strong! Ensure you have institutionalized these team traits/actions

61-89: Some effective or marginally effective team functioning. Pinpoint which facets are the teams' opportunities; but don't forget to pinpoint the facets that are strengths – and keep feeding those positive actions.

41-60: Some areas are approaching positive trends.

20-40: Low functioning; team toxicity risk.

Note: Low scores in any one of these areas indicate a need to dig in to developing that facet of human need (Clarity, Connection, Contribution, Challenge, Consideration, or Confidence) in an individual, the team, or the organization. Keep in mind that the *Six Facets of Human Needs* are interconnected. You might have an issue just under the surface in another area, or have a blind spot regarding team or individual functioning if only one area is rated low.



Based on the book *THE HUMAN TEAM: So, You Created a Team But People Showed Up!* By Jeanet Wade
www.Business-Alchemist.com/TheHumanTeam

