



Survey Results

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Congratulations! The members of your team have indicated that you were a highly effective team member. Keep up the good work!

Contributing to the Team's Work

How You Rated Yourself

How Your Teammates Rated You

Average Rating for You and Your Team

Description of Rating

- Does more or higher-quality work than expected.
- Makes important contributions that improve the team's work.
- Helps teammates who are having difficulty completing their work.

Demonstrates behaviors described immediately above and below.

- Completes a fair share of the team's work with acceptable quality.
- Keeps commitments and completes assignments on time.
- Helps teammates who are having difficulty when it is easy or important.

Demonstrates behaviors described immediately above and below.

- Does not do a fair share of the team's work. Delivers sloppy or incomplete work.
- Misses deadlines. Is late, unprepared, or absent for team meetings.
- Does not assist teammates. Quits if the work becomes difficult.

Research suggests the following behaviors will improve your ratings in this area:

- Do a fair share of the team's work.
- Fulfill your responsibilities to the team.
- Come to team meetings prepared.
- Complete your work in a timely manner.
- Do work that is complete and accurate.
- Make important contributions to the team's final product.
- Keep trying when faced with difficult situations.
- Offer to help teammates when it is appropriate.

Interacting with Teammates

How You Rated Yourself

How Your Teammates Rated You

Average Rating for You and Your Team

Description of Rating

- Asks for and shows an interest in teammates' ideas and contributions.
- Makes sure teammates stay informed and understand each other.

			<ul style="list-style-type: none"> Provides encouragement or enthusiasm to the team. Asks teammates for feedback and uses their suggestions to improve.
			Demonstrates behaviors described immediately above and below.
			<ul style="list-style-type: none"> Listens to teammates and respects their contributions. Communicates clearly. Shares information with teammates. Participates fully in team activities. Respects and responds to feedback from teammates.
			Demonstrates behaviors described immediately above and below.
			<ul style="list-style-type: none"> Interrupts, ignores, bosses, or makes fun of teammates. Takes actions that affect teammates without their input. Does not share information. Complains, makes excuses, or does not interact with teammates. Is defensive. Will not accept help or advice from teammates.

Research suggests the following behaviors will improve your ratings in this area:

- Communicate effectively.
- Facilitate effective communication in the team.
- Exchange information with teammates in a timely manner.
- Provide encouragement to other team members.
- Express enthusiasm about working as a team.
- Hear what teammates have to say about issues that affect the team.
- Get team input on important matters before going ahead.
- Accept feedback about strengths and weaknesses from teammates.
- Use teammates' feedback to improve performance.
- Let other team members help when it is necessary.

Keeping the Team on Track

How You Rated Yourself	
How Your Teammates Rated You	
Average Rating for You and Your Team	
	Description of Rating
	<ul style="list-style-type: none"> Watches conditions affecting the team and monitors the team's progress. Makes sure that teammates are making appropriate progress. Gives teammates specific, timely, and constructive feedback.
	Demonstrates behaviors described immediately above and below.
	<ul style="list-style-type: none"> Notices changes that influence the team's success. Knows what everyone on the team should be doing and notices problems. Alerts teammates or suggests solutions when the team's success is threatened.
	Demonstrates behaviors described immediately above and below.
	<ul style="list-style-type: none"> Is unaware of whether the team is meeting its goals. Does not pay attention to teammates' progress. Avoids discussing team problems, even when they are obvious.

Research suggests the following behaviors will improve your ratings in this area:

- Stay aware of fellow team members' progress.
- Assess whether the team is making progress as expected.
- Stay aware of external factors that influence team performance.
- Provide constructive feedback to others on the team.
- Motivate others on the team to do their best.
- Make sure that everyone on the team understands important information.
- Help the team to plan and organize its work.

Expecting Quality

How You Rated Yourself	
How Your Teammates Rated You	
Average Rating for You and Your Team	
Description of Rating	
▶	<ul style="list-style-type: none"> • Motivates the team to do excellent work. • Cares that the team does outstanding work, even if there is no additional reward. • Believes that the team can do excellent work.
▶	Demonstrates behaviors described immediately above and below.
▶	<ul style="list-style-type: none"> • Encourages the team to do good work that meets all requirements. • Wants the team to perform well enough to earn all available rewards. • Believes that the team can fully meet its responsibilities.
	Demonstrates behaviors described immediately above and below.
	<ul style="list-style-type: none"> • Satisfied even if the team does not meet assigned standards. • Wants the team to avoid work, even if it hurts the team. • Doubts that the team can meet its requirements.

Research suggests the following behaviors will improve your ratings in this area:

- Expect the team to succeed.
- Believe that the team can produce high-quality work.
- Believe that the team should achieve high standards.
- Care that the team produces high-quality work.

Having Related Knowledge, Skills, and Abilities

How You Rated Yourself	
How Your Teammates Rated You	
Average Rating for You and Your Team	
Description of Rating	
▶	<ul style="list-style-type: none"> • Demonstrates the knowledge, skills, and abilities to do excellent work. • Acquires new knowledge or skills to improve the team's performance. • Able to perform the role of any team member if necessary.
▶	Demonstrates behaviors described immediately above and below.
▶	<ul style="list-style-type: none"> • Demonstrates sufficient knowledge, skills, and abilities to contribute to the team's work. • Acquires knowledge or skills as needed to meet requirements.

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- Able to perform some of the tasks normally done by other team members.

Demonstrates behaviors described immediately above and below.

- Missing basic qualifications needed to be a member of the team.
- Unable or unwilling to develop knowledge or skills to contribute to the team.
- Unable to perform any of the duties of other team members.

Research suggests the following behaviors will improve your ratings in this area:

- Have the skills and expertise to do excellent work.
- Have enough knowledge of teammates' jobs to be able to fill in if necessary.
- Have skills and abilities that other team members lacked.
- Be willing to develop new expertise to benefit the team.

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