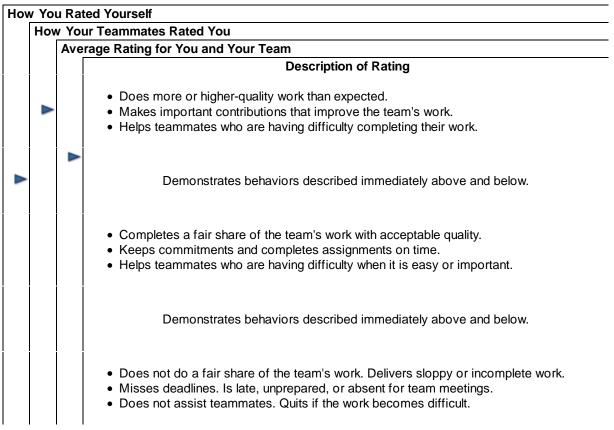


# **Survey Results**

Return to Main Page

Your self-ratings were significantly lower than your teammates' ratings of your contributions to the team. The members of your team have indicated that you were a highly effective team member. Please try not to minimize the value of your contributions to the team.

# Contributing to the Team's Work



# 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 teammates for feedback and uses their suggestions to improve.
- Provides encouragement or enthusiasm to the team.
- Makes sure teammates stay informed and understand each other.
- · Asks for and shows an interest in teammates' ideas and contributions.

Demonstrates behaviors described immediately above and below.

- Respects and responds to feedback from teammates.
- · Participates fully in team activities.
- Communicates clearly. Shares information with teammates.
- Listens to teammates and respects their contributions.

Demonstrates behaviors described immediately above and below.

- Is defensive. Will not accept help or advice from teammates.
- Complains, makes excuses, or does not interact with teammates.
- Takes actions that affect teammates without their input. Does not share information.
- · Interrupts, ignores, bosses, or makes fun of 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 Your Teammates Rated You Average Rating for You and Your Team Description of Rating 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. 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.

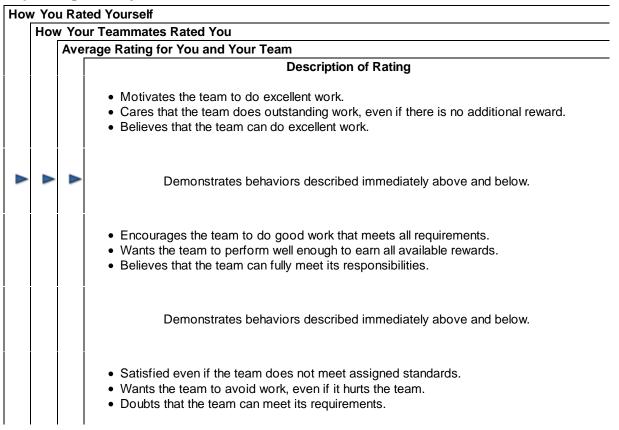
Demonstrates behaviors described immediately above and below.

- 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**



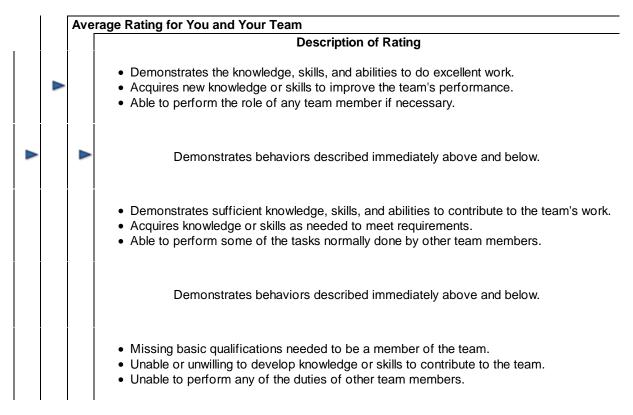
## Research suggests the following behaviors will improve your ratings in this area:

- 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** 



## 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.