

Self-Diagnostic on Team Dynamics *

	Did Well	Can Improve
Interpersonal		
Active Listening/Clarifying		
Paid full attention – looked at the person speaking, and listened to them without distraction		
Did not interrupt others		
Was non-judgmental		
Questioned to gain better understanding – asked for clarification, information etc		
Summarized and reflected what had been said		
Supporting/Building		
Asked others for their views		
Pointed out the positive aspects of others ideas		
Redirected attention to ideas and information previously disregarded by the group		
Built on the ideas of others		
Contributing Ideas and Opinions		
Openly expressed my opinion		
Freely offered new ideas at appropriate times		
Constructively Differing		
Encouraged others to express their conflicting viewpoints		
Questioned assumptions in a non-threatening way		
Stated differences in opinion without implying others were wrong		
Accepted valid objections to my ideas without becoming defensive		
Balance between advocacy and inquiry		
Maintained a good balance between speaking and listening to others		

** This is to be completed at the conclusion of the team activity in the High Performance Teams session.*