

SMART Team Development Questionnaire

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In order to give you a general idea of the developmental level of your current team, please indicate the extent to which you agree with each of the items by using the following scale:

1. Strongly disagree 2. Disagree 3. Not sure 4. Agree 5. Strongly Agree

1. ___ Our team members encourage and support each other.
2. ___ Our team shares the responsibility for getting things done.
3. ___ Our team carefully considers how it will make important decisions.
4. ___ Our team members use a variety of information and communication technology (ICT) tools to collaborate with each other.
5. ___ Our team uses effective group problem solving strategies.
6. ___ Our team uses a variety of methods to monitor the progress it is making.
7. ___ Our team demonstrates a high degree of collegial trust.
8. ___ Our team shares the leadership depending on the work to be done.
9. ___ Our team wants to improve how it operates as a team.
10. ___ Our team openly addresses conflict when it arises.

Scoring Procedures - SMART Team Development Questionnaire

Scoring Procedure: Add the number assigned to each item and divide by 10 to obtain an average SMART Team Development Score: _____

Reflections: An average of 4 or more indicates that your team is well on its way to becoming a SMART Team. If the average score is between 3.5 and 3.9, your team is moving towards becoming a SMART Team but needs to improve certain aspects of team performance. A score of 3.4 or lower indicates that you may well be a BASIC Team but you need to focus on becoming a SMART Team.