

Leaders and Team Wellness Test



Devised by
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Instructions: Go through these questions. Answer them with a 'yes', 'no' or 'sometimes'.

<i>Your Leaders</i>	Y	N	At times	Comments
<ul style="list-style-type: none"> • Do you have competent leaders at all levels? • Do they lead their teams in a positively influential way? • Are there gaps in the knowledge that you find you keep having to talk to them about? • Are they regularly developed and trained to be leaders? • Do your leadership have the right skills and competencies to be in their roles? • Do they have the right interpersonal skills to develop good relationships with their people? 				
<i>Your People</i>	Y	N	At times	Comments
<ul style="list-style-type: none"> • Do you have generally motivated and engaged staff? • Is there regular conflict and discord amongst your troops? • Are your people encouraged to be creative and innovative in their roles? • Is there a 'can-do', happy atmosphere in your Organisation? • Do people love coming to work overall? 				
<i>Your Teams</i>	Y	N	At times	Comments
<ul style="list-style-type: none"> • Do you teams work well as individual units? • Do your teams collaborate with each other across the Company? • Is there high morale and good support in your team/s? • Is there regular conflict and disruption in the ranks of your teams? • Do your teams consistently meet their goals and reach outcomes? • Do you regularly have to micro-manage them? 				
<i>Team Roles and Rules</i>	Y	N	At times	Comments
<ul style="list-style-type: none"> • Does everybody in your Team have clear Key Performance Indicators against which they are regularly measured? • Do you perform Performance Appraisals at least once a year? • Are development plans regularly created for under-performers in your teams? • Do you have a clearly understood business succession plan? • Are there silos in your teams? • Is there a clear and meaningful Code of Conduct which everyone follows and are held accountable for? (Not just stuck on a wall) 				



Interpreting the Scores

- Have a look at your answers and get the team to answer the questionnaire if you like
- What does this 'survey' tell you about your teams?
- Where are the 3 areas of greatest concern and what can you do to change them into positive outcomes?
- Get your team to come up with solutions and implement them

Next communication

We're going to show you the stages of development teams go through and how to move them towards high performance.

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