

Do you have a high performing team?

Skills and experience don't guarantee incredible performance. If you aren't pro-actively managing the culture and the engagement in your team, your organisation may not be fulfilling its full potential.

We've created a short self-assessment tool, to explore some of the elements that are important when it comes to creating a high-performing team and high performance culture.

For each question, assign 1 point for each (1) response, 2 points for each (2) response and 3 points for each (3) response. Add up your total score to determine if your team is a high-performing team.

To what extent do you agree with the statements:

My team seem proud to work for our organisation.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

My team have clear KPIs and targets.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

My team understand what they need to do to achieve their KPIs and targets.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

The way my team works together improves their overall individual performance.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

My team understand how to access support to overcome obstacles in their role.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

Our rewards and recognition programs drive improvements and higher performance.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

The way that we measure performance in our team pushes my team to achieve more.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

My team are continually looking for opportunities to better their skills.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

My team have autonomy in their role to get it done in the way that suits them best.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree

My team would identify themselves as high performers.

- 1) Disagree
- 2) Neither agree nor disagree
- 3) Agree



1-10 points: Your responses indicate some areas where alignment with high-performing teams could be improved. Don't be discouraged! We'd recommend you carry out a survey as a way to kick-start your high performance journey with your team. This way you can get accurate information about where you are and the perception of your team. You can use this to build an action plan. Get started by replaying our [Keep Your Top Performers Webinar](#).

11-20 points: Well done! Your responses suggest a moderate level of alignment with high-performing teams. There's always room for improvement, we'd recommend running a survey exploring elements of high performance in your team. This will give you an accurate picture of where you excel and where you have gaps. You can then build an action plan focusing on your gaps and continue your progress to a high performing team. Get started with our [2024 Playbook](#).

21-30 points: Congratulations! Your responses indicate a strong alignment with high-performing teams. We'd recommend that you run regular high-performing teams surveys, to ensure that you have all the insights for your team to maintain their high-performance status. Get started with our [2024 Employee Engagement Calendar](#).