

TEAM / GROUP LEVEL: Ask questions such as	Notes
Environment <ul style="list-style-type: none"> • Who are your team's key stakeholders and how do they impact you and the team? • How does your team adapt to changing market conditions? 	<ul style="list-style-type: none"> •
Purpose, Vision, Values <ul style="list-style-type: none"> • Is your team fulfilling its purpose? • How do shared values play out in daily life? 	<ul style="list-style-type: none"> •
Strategy <ul style="list-style-type: none"> • What are the team's goals? • What is distinct about this team? 	<ul style="list-style-type: none"> •
Structure <ul style="list-style-type: none"> • How is the team organised? • How is information shared (formal and informal channels) within the team? 	<ul style="list-style-type: none"> •
Systems, Processes & Non-human resources <ul style="list-style-type: none"> • What systems impact your work (positive and/or negative)? • What internal rules and processes does the team utilise to maintain course towards meeting its objectives? 	<ul style="list-style-type: none"> •
Task and Skills <ul style="list-style-type: none"> • Is there clarity and consistency around job roles/tasks and titles within the team? • Do the skills and capabilities of the employees match the job roles? 	<ul style="list-style-type: none"> •
Relationships <ul style="list-style-type: none"> • What is the level of trust amongst team members? • How is conflict managed amongst team members? 	<ul style="list-style-type: none"> •
Leadership <ul style="list-style-type: none"> • How does leadership style impact your work (positively and negatively)? • What behaviours, tasks and deliverables does the team leader reward? 	<ul style="list-style-type: none"> •
Performance <ul style="list-style-type: none"> • How are your outcomes linked to the organisational/team objectives? • What prohibits you from delivering on agreed outcomes? 	<ul style="list-style-type: none"> •