# CREATING A VALUES BASED TEAM ASSESSMENT

**Lancaster Leadership**
*Cultivating lifelong leaders.*

## Instructions

As leaders creating and maintaining a culture within our team is one of the most important things we can do. This assessment measure five areas that help lead to a values based team. Provide your honest assessment based on your observations and interactions with the team.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

5=Strongly Agree
4=Somewhat Agree
3=Neutral
2=Somewhat Disagree
1=Strongly Disagree

1. The team leader demonstrates empathy and understanding towards team members' personal challenges.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

2. The team leader sets clear expectations and holds team members accountable for their responsibilities.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

3. The team leader encourages healthy competition among team members to drive performance and innovation.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

4. The team leader supports and encourages the professional and personal development of team members.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

5. The team leader treats all team members with fairness and equality.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

6. The team leader encourages open communication and actively listens to team members' concerns and ideas.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

7. The team leader takes responsibility for their own actions and acknowledges mistakes.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

8. The team leader promotes fair play and discourages unethical behavior or excessive rivalry..

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

9. The team leader provides opportunities for training, learning, and skill development.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

10.  The team leader fosters an inclusive work environment where diversity is respected and valued.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---|---|---|---|---|

11. The team leader promotes a supportive and caring work environment.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---|---|---|---|---|

12.  The team leader promotes a culture of ownership and encourages team members to take responsibility for their work.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---|---|---|---|---|

13. The team leader celebrates individual and team achievements, fostering a sense of pride and accomplishment.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---|---|---|---|---|

14. The team leader promotes work-life balance and encourages self-care among team members.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---|---|---|---|---|

15. The team leader ensures equal opportunities for growth and advancement within the team.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |
|---|---|---|---|---|

*Calculate your total score from the questions above and find the corresponding category.*

**Score: 55-75 Values Based Team Thriving**

You have a strong demonstration of values-based leadership. By consistently emphasizing values within the team and reflecting on actions and communication you are putting values at the center of your team's work. You have successfully created a positive and inclusive work environment. With your leadership you have had a substantial impact in fostering personal growth, accountability, compassion, healthy competition, and equality within the team. As you hire and onboard new team members be sure to continue to make your teams values a focus so that your team continue to thrive.

**Score: 50-64 Values Based Team Loading**

As a leader, you demonstrate a values-based leadership but can be inconsistent at times. You have made efforts to create a positive and inclusive work environment. Continue to focus on this as further improvement is needed. Here are three tips to help your team continue its successful trajectory:

1. **Celebrate Achievements and Milestones:** Recognize and celebrate the team's achievements and milestones, both big and small. Acknowledging and rewarding hard work and success reinforces positive behavior and boosts team morale. This recognition can be in the form of public praise, rewards, or simply a heartfelt thank you.
2. **Encourage Continuous Learning and Development:** Foster a culture of learning and growth within the team. Encourage team members to pursue professional development opportunities, attend workshops, and share their knowledge with one another. This investment in personal growth not only benefits team members individually but also enhances the collective expertise of the team.
3. **Promote Collaboration and Support:** Continue to emphasize collaboration and mutual support among team members. Encourage an open and inclusive environment where team members feel comfortable sharing ideas and seeking help when needed. Collaboration fosters creativity, enhances problem-solving abilities, and strengthens team bonds.

By following these tips, your values-based team will continue to thrive, maintain its strong sense of purpose, and achieve even greater success in the future.

**Score: Less than 49 Values Based Team in Progress**

Limited demonstration of values-based leadership. Minimal emphasis on values within the team. Struggles to create a positive and inclusive work environment. Creating a values-based team is essential for fostering a strong and cohesive work environment. Here are three short tips for a leader to achieve this:

1. **Define and Communicate Core Values:** Clearly articulate the core values that represent the foundation of your team's culture. These values should align with the organization's mission and vision. Communicate these values regularly to team members through meetings, emails, and other channels, emphasizing their importance in guiding decision-making and behavior.
2. **Lead by Example:** As a leader, you must embody the values you expect from your team. Consistently demonstrate behaviors that reflect the core values, both in your interactions with team members and in your decision-making process. Leading by example sets a powerful precedent and encourages others to follow suit.
3. **Promote Open Dialogue and Inclusivity:** Foster an environment where team members feel comfortable sharing their opinions, ideas, and concerns. Encourage open dialogue and active listening, ensuring that everyone's perspective is valued and respected. Embrace diversity and inclusivity, as different viewpoints can lead to more robust solutions and a stronger team bond.

By implementing these tips, as a leader you can establish a values-based team that not only works cohesively but also shares a sense of purpose and commitment to the organization's mission.

# Answer Key Continued

**This assessment measured five areas to focus on that help to create a values based team.**

**Compassion (Questions 1, 6, & 11):** The team leader demonstrates empathy and understanding towards team members' personal challenges. The team leader encourages open communication and actively listens to team members' concerns and ideas. The team leader promotes a supportive and caring work environment.

**Accountability (Questions 2,7, &12):** The team leader sets clear expectations and holds team members accountable for their responsibilities. The team leader takes responsibility for their own actions and acknowledges mistakes. The team leader promotes a culture of ownership and encourages team members to take responsibility for their work.

**Healthy Competition (Questions 3, 8, & 13):** The team leader encourages healthy competition among team members to drive performance and innovation. The team leader promotes fair play and discourages unethical behavior or excessive rivalry. The team leader celebrates individual and team achievements, fostering a sense of pride and accomplishment.

**Personal Growth & Wellness (Questions 4, 9,& 14):** The team leader supports and encourages the professional and personal development of team members. The team leader provides opportunities for training, learning, and skill development. The team leader promotes work-life balance and encourages self-care among team members.

**Equality (Questions 5, 10, & 15):** The team leader treats all team members with fairness and equality. The team leader fosters an inclusive work environment where diversity is respected and valued. The team leader ensures equal opportunities for growth and advancement within the team.