



Keyword: Team Type

## What Kind of Team Do I Have?

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by Kevin Eikenberry

Is your team a highly independent “Track and Field” team or a fully integrated, interdependent “Basketball” team?

Use the questions below to assist you in determining the nature of your existing teams or to determine the right type of new team to create.

Use the following scale when answering each of the questions:

- 1 - never
- 2 - sometimes
- 3 - it depends
- 4 - usually
- 5 - most always

Individual roles on the team are interchangeable \_\_\_\_\_

Roles aren't highly specialized \_\_\_\_\_

People seem to work naturally together \_\_\_\_\_

People's individual goals are highly inter-connected \_\_\_\_\_

Cross training is critical to the team's success - things grind to a halt when people are gone \_\_\_\_\_

People tend to see themselves as an integral part of the team \_\_\_\_\_

People contribute to common work processes \_\_\_\_\_

**Total** \_\_\_\_\_

*Scoring and Analysis on next page*



## What Kind of Team Do I Have? (continued)

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### Scoring and Analysis

Hopefully these questions will help you diagnose what type of team you have which will allow you to set clearer expectations with them and lead them more successfully.

- 7 - 11: Your team is clearly an independent team. While the team needs to work in concert, their work isn't highly inter-connected nor does their day-to-day work very integrated.
- 12 - 17: Your team tends to be more independent than interdependent.
- 18 - 23: This team foals somewhere in the middle or their work varies with components of each type of team. As a leader make sure help team understand this dynamic and help them work out the differences in their working relationships, based on the needs of varying roles and tasks.
- 24 - 29: Your team tends to be more interdependent than independent.
- 30 - 35: This team is highly interdependent. You must lead them in ways that allow them to truly work closely together. When you lead them in this way, there will be much higher levels of productivity, enjoyment, and success.



Kevin Eikenberry is a bestselling author, consultant, trainer, speaker, coach, leader, learner, husband and father. He is the Chief Potential Officer of the Kevin Eikenberry Group ([www.KEVINEIKENBERRY.COM](http://www.KEVINEIKENBERRY.COM)) and the Creator of the Remarkable Leadership Learning System ([www.REMARKABLE-LEADERSHIP.COM](http://www.REMARKABLE-LEADERSHIP.COM)), both of which are dedicated to life-long learning and helping Clients unleash their remarkable potential. Interested in becoming the remarkable leader you were born to be? Go to [www.REMARKABLE-LEADERSHIP.COM](http://www.REMARKABLE-LEADERSHIP.COM) today!

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