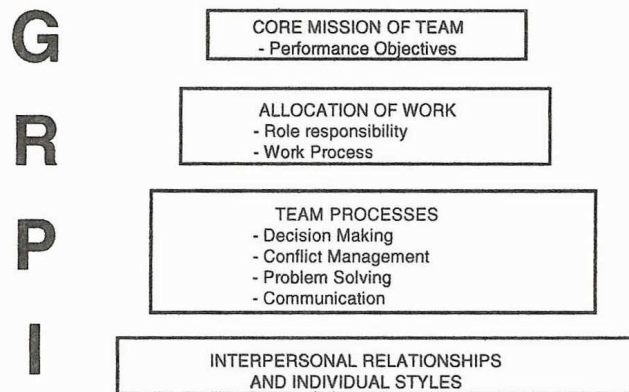


G.R.P.I.

This model provides a framework for diagnosing and improving team effectiveness. The model is hierarchical: start with goals; then allocate work/roles; then identify team processes; and finally, deal with personalities, style and cultural differences to minimize process loss by systematically working through each layer of team development.



Rate your team: 1 = To little or no extent
 3 = To a moderate extent
 5 = To a great extent

GOALS:

- | | | | | | |
|--|---|---|---|---|---|
| 1. Goals are clear and people are committed to them. | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|

ROLES & RESPONSIBILITIES:

- | | | | | | |
|--|---|---|---|---|---|
| 2. The work is organized in a way which clearly leads to accomplishing the team's goals. | 1 | 2 | 3 | 4 | 5 |
| 3. There is maximum use of the different resources of individuals on the team. | 1 | 2 | 3 | 4 | 5 |
| 4. Everybody is clear about what responsibilities they have and the jobs they're supposed to do. | 1 | 2 | 3 | 4 | 5 |
| 5. The leadership is shared. | 1 | 2 | 3 | 4 | 5 |

PROCESSES:

- | | | | | | |
|---|---|---|---|---|---|
| 6. Decisions are made based on who has the expertise and best information, not on hierarchy or authority. | 1 | 2 | 3 | 4 | 5 |
| 7. Conflict on the team is confronted openly and constructively. | 1 | 2 | 3 | 4 | 5 |

INTERPERSONAL RELATIONSHIPS:

- | | | | | | |
|--|---|---|---|---|---|
| 8. There is trust and openness in communication and relationships. | 1 | 2 | 3 | 4 | 5 |
| 9. Time is taken to examine our process (how we are relating to each other, communicating, handling conflict, etc.) in order to improve the way we work. | 1 | 2 | 3 | 4 | 5 |
| 10. Flexibility, sensitivity to the needs of others, and creativity are encouraged. | 1 | 2 | 3 | 4 | 5 |