

Feedback survey

Questions 1–22 work on a sliding scale of: strongly agree, agree, disagree and strongly disagree. We include a 'Don't know' in case there is a new team member.

Please indicate the extent to which you agree or disagree with the following statements:

- 1 There is shared clarity about the processes to be followed and what 'excellent' performance looks like in our team.
- 2 Workload is a major barrier to developing shared clarity in our team.
- 3 There are significant inefficiencies in how our team works which make improving what we do difficult.
- 4 There are sufficient opportunities to discuss how the team is performing/identify areas to develop.
- 5 Expectations of performance are clear in our team.
- 6 Feedback from colleagues is helpful in closing performance gaps.
- 7 We are effective in prioritising our time to address all important tasks.
- 8 High quality dialogue in our team helps to develop a deeper 'shared language' for the things that we do.

Questions 1–8 seek to gain feedback on:

- The level of processing overload in the team.
 - The extent to which there is shared clarity in the team.
 - Whether inefficiency/lack of time is a barrier to improvement.
 - Whether dialogue in the team feeds shared clarity or not.
 - Whether feedback is helpful/clear in helping others to improve what they do.
- 9 Colleagues in the team who deliver high performance are recognised.
 - 10 I believe relational trust in our team is strong.
 - 11 I challenge myself based on professional conversations I have with others.
 - 12 Colleagues constructively challenge me during professional conversations.
 - 13 Time is made for listening to others in our team.
 - 14 There is a culture of honesty and truthfulness in our team.
 - 15 Colleagues in the team feel valued and respected.
 - 16 Problems/setbacks are openly shared in our team.

Questions 9–16 seek to gain feedback on:

- The level of trust in the team.
 - The level of honesty and truthfulness in the team.
 - The extent to which colleagues feel recognised and valued.
- 17 There is a culture of open accountability in our team.
 - 18 Colleagues are clear on their own performance level compared to the expected level.
 - 19 Our team is consistently 'open to learning' in seeking to improve our performance.

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- 20 There are sufficient opportunities to learn about the impact of colleagues/other teams to help improve my own performance.
- 21 Our team doesn't make the mistake of 'over-assuming' when problem solving.
- 22 In our team there is a tendency to externalise blame when things go wrong.

Questions 17–22 seek to gain feedback on:

- The level of open dialogue about improvement.
- How open and honest the team is about mistakes/setbacks.
- The extent to which open accountability exists.
- Whether colleagues have opportunities to identify any perception gaps about their own performance.
- Whether the team is open to learning.

Please complete the following statement:

- 23 The three most important changes that I believe would help our team to be more 'open to learning' are: