

Team Climate Inventory (Anderson & West, 1998)

Vision – Please indicate the extent to which each statement is true of your team on a 7-point scale ranging from 1 = not at all to 7 = completely	Total score (out of 77)						
1. How clear are you about what your teams objective are?	1	2	3	4	5	6	7
2. To what extent do you think they are useful and appropriate objectives?	1	2	3	4	5	6	7
3. How far are you in agreement with these objectives?	1	2	3	4	5	6	7
4. To what extent do you think other team members agree with these objectives?	1	2	3	4	5	6	7
5. To what extent do you think your team's objectives are clearly understood by other members of the team?	1	2	3	4	5	6	7
6. To what extent do you think your team's objectives can actually be achieved?	1	2	3	4	5	6	7
7. How worthwhile do you think these objectives are to you?	1	2	3	4	5	6	7
8. How worthwhile do you think these objectives are to the organization?	1	2	3	4	5	6	7
9. How worthwhile do you think these objectives are to the wider society?	1	2	3	4	5	6	7
10. To what extent do you think these objectives are realistic and can be attained?	1	2	3	4	5	6	7
11. To what extent do you think members of your team are committed to these objectives?	1	2	3	4	5	6	7

Participative Safety – Please indicate the extent to which each statement is true of your team on a 5-point scale ranging from 1 = a very little extent to 5 = a very great extent

1. We share information generally in the team rather than keeping it to ourselves	1	2	3
2. We have a “we are in it together” attitude	1	2	3
3. We all influence each other	1	2	3
4. People keep each other informed about work-related issues in the team	1	2	3
5. People feel understood and accepted by each other	1	2	3
6. Everyone's view is listened to even if it is in a minority	1	2	3
7. There are real attempts to share information throughout the team	1	2	3
8. There is a lot of give and take	1	2	3

Support for innovation – Please indicate the extent to which each statement is true of your team on a 5-point scale ranging from 1 = strongly disagree to 5 = strongly agree

1. This team is always moving toward the development of new answers	1	2	3	4
2. Assistance in developing new ideas is readily available	1	2	3	4
3. This team is open and responsive to change	1	2	3	4
4. People in this team are always searching for fresh, new ways of looking at problems	1	2	3	4
5. In this team we take the time needed to develop new ideas	1	2	3	4
6. People in the team co-operate in order to help develop and apply new ideas	1	2	3	4
7. Members of the team provide and share resources to help in the application of new ideas	1	2	3	4
8. Team members provide practical support for new ideas and their application	1	2	3	4

Task Orientation - Please indicate the extent to which each statement is true of your team on a 5-point scale ranging from 1 = strongly disagree, to 5 = strongly agree		Total score (out of 35)
1. Do your team colleagues provide useful ideas and practical help to enable you to do the job to the best of your ability?	1 2 3 4 5	
2. Do you and your colleagues monitor each other so as to maintain a higher standard of work?	1 2 3 4 5	

3. Are team members prepared to question the basis of what the team is doing?	1	2	3	4	5	
4. Does the team critically appraise potential weaknesses in what it is doing in order to achieve the best possible outcome?	1	2	3	4	5	
5. Do members of the team build on each other's ideas in order to achieve the best possible outcome?	1	2	3	4	5	
6. Is there a real concern among team members that the team should achieve the highest standards of performance?	1	2	3	4	5	
7. Does the team have clear criteria which members try to meet in order to achieve excellence as a team?	1	2	3	4	5	

Team Climate Domains	Total Score
Vision	
Participative Safety	
Support for innovation	
Task Orientation	
Grand Total:	