



The learning experience you can embark on by reading the book or taking the course entitled TEAMWORK is designed to refocus your thinking about working with others. So, before you begin, you might want to record your present thoughts on teamwork, your feelings about working with a group, and the experiences you have had in the past and, therefore, how you feel about working as part of a team now. After all, you might never feel that way again.

Check each statement that reflects the way you see things going in the place where you work – or have worked in the past.

The Way You See It Now!

- 1. In most of the group meetings I have been part of, the outcome is pretty well decided beforehand, and so I don't feel comfortable with bringing anything else up.
- 2. Typically, most "meetings" are just a time for a few of the members to tell the others what they are going to do.
- 3. I have found it very difficult to contribute to group discussions.
- 4. My department is so small; I generally just get what's left of the budget.
- 5. I'm new to the company and feel those who have been here longer know more of what is best for the company.
- 6. It always seems to be a waste of time to hear everyone's petty views and problems with their department.
- 7. Group meetings are for deciding the big issues, not for airing all the various needs of department heads.
- 8. Some departments need to be budgeted first, because of their importance to the company.
- 9. Some departments have to make do with what's left of the budget after the larger, more important guys are taken care of.
- 10. Sometime I think some of my colleagues overstate the needs of their departments to get more of the budget.
- 11. Some of the group members never seem to be on the same "page" as I am.
- 12. I have to think of my department first and fight for what I need to go forward.
- 13. I can't depend on a "fair shake" if I don't present my case forcefully and with no compromise at group meetings.

- 14. I don't like to participate in birthdays and "occasion" parties and such at the office.
- 15. Some of the group members don't seem to think my department is necessary for the company to function.
- 16. I know how it is. Group meetings are just a formality. Everything is decided at the water cooler or at some lunch meeting.
- 17. I typically just accept what the CEO decides and try to make do with it.
- 18. I usually try to be a team player, but only if it doesn't seem to interfere too much with what I want or need for my department.
- 19. I'll only go so far with a compromise - but, if it seems to start taking over some of my turf, I balk.
- 20. If I don't agree with the decisions made at a group meeting, I don't make a big fuss; I just do what's the best for my department.
- 21. I think there is a seniority system that should permeate group meetings, with those who have more seniority in the company having more floor time.
- 22. I'm uncomfortable with someone at work trying to "get to know" me.
- 23. I sometimes feel like an outsider in meetings.
- 24. I feel like I've earned my wings, I don't want to show new people the ropes - they can learn the hard way, like I did.
- 25. Most of the other department managers have no idea how difficult it is to run my department.
- 26. I feel that I get very little respect from my colleagues.
- 27. If another department manager can't do his work, well, it's not my problem.
- 28. Those who play golf with the bosses or go for coffee with them have their ear.
- 29. Once you start giving an inch, you'll probably be asked to give a mile.
- 30. I don't like to attend annual banquets and "family" picnics and such. I don't know those people.
- 31. I think my job is to run my part of the business. Other people can take care of themselves.

Some of the statements you marked will indicate that you have a lot of discomfort with the teams you are on now, or were on in the past. What causes this dysfunction and how you can deal with your discomfort, plus ways of looking at and working with and within any team are covered in the book **TEAMWORK, The Five Assurances of a Functioning Team**

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