


Team Warrant of Fitness

Complete this assessment together as a team. If people disagree on a rating, record the range of scores - the disagreement itself is valuable information for your action planning.



Direction and Accountability

Rate each statement 1-5 (1=rarely true, 5=consistently true)

- _____ 1. Everyone can articulate our top 3 priorities for 2026
- _____ 2. Roles and responsibilities are clear and documented
- _____ 3. We know what success looks like and how it's measured
- _____ 4.  People are working on the right things, not duplicating effort
- _____ 5. Performance is recognised and acknowledged



Total = _____

Ways of Working

- _____ 6. Information flows effectively across the team
- _____ 7. We have clear ways to solve problems and make decisions
- _____ 8. We learn from experience and adapt our approach
- _____ 9.  Problems get solved, not repeated
- _____ 10.  Information gets to people who need it, when they need it


Total = _____

Team Connections

- _____ 11. People feel genuinely connected and part of something meaningful
- _____ 12. We can have direct, honest conversations when needed
- _____ 13. We handle disagreements constructively
- _____ 14.  Disagreements get sorted quickly rather than lingering
- _____ 15.  We give each other the benefit of the doubt

Total = _____

Environment and Support

- _____ 16. Issues and concerns get raised and discussed openly
- _____ 17. We get support we need to do our work well
- _____ 18. We have the resources we need to do our work
- _____ 19.  People can rely on each other to follow through

Total = _____

Analyse Your Results

Step 1: The Red Flags

- a) Look at the questions with a red flag 🚩.
- b) Have you scored any below 3?
 If Questions 14 or 19 are below 3.
 These factors can derail a team. You need to focus on these first.
 If Questions 4, 9, 10, or 15 are below 3
 These are warning signs. Include them in your Q1 action plan.

Step 2: Calculate Total Score – Add up the total score

76-95	Road-worthy Keep doing what is working, address any red flags
57-75	Generally sound Focus on your lowest section and any red flags
38-56	Needs attention Prioritise your lowest section and all red flags
Below 38	Not roadworthy Consider getting support to address issues.

Step 3: Identify Your Focus Area - Use the scores for each section

Direction & Accountability (Q1-5): ____ / 25

Ways of Working (Q6-10): ____ / 25

Team Connections (Q11-15): ____ / 25

Environment & Support (Q16-19): ____ / 20

Consider focussing on the lowest-scoring section as a development priority for Q1 2026.

Step 3: Take Action

If you have either of the red flag derailers (Q14 or Q19) you need to start working on broken trust or unmanaged conflict. Sometimes you will need external support.

If you have other red flags include these in your action plan alongside your lowest-scoring section. For all other development areas:

1. Discuss as a team: Why have we scored this low?
2. Identify ONE concrete action you can take in the next 30 days.
3. Assign someone to own it and set a follow-up date.
4. Re-check monthly.