



LEADERSHIP TEAM ASSESSMENT

ATTUNE™ Team Assessment

How we operate together

Think about how your leadership team actually works together, especially under pressure. For each statement, circle the number closest to what you experience. There are no right or wrong answers. Notice where things work well, where they get difficult, and where your view might differ from others'.

This is a structured reflection tool, not a validated psychometric assessment.

1

ALMOST NEVER

2

OCCASIONALLY

3

SOMETIMES

4

USUALLY

5

CONSISTENTLY

A

Alignment

Does your team share a clear picture of where you are going, and why now?

1. Team members would name the same top three priorities if asked separately.

1 2 3 4 5

2. When priorities change, the team quickly gets clear on what needs to happen next.

1 2 3 4 5

3. People make independent decisions that align with our shared direction.

1 2 3 4 5

T

Trust

Can people on this team say the hard thing without managing the reaction first?

4. Team members raise concerns directly with each other, not around each other.

1 2 3 4 5

5. People can admit mistakes without worrying about their reputation.

1 2 3 4 5

6. People can disagree openly, even with the most senior person in the room.

1 2 3 4 5

T

Truth

What does this team know but is not yet saying?

7. The real issues get named in meetings, not only afterward.

1 2 3 4 5

8. Bad news surfaces early, before it becomes a larger problem.

1 2 3 4 5

9. Challenging perspectives are welcomed rather than dismissed.

1 2 3 4 5

Scale: 1 Almost never · 2 Occasionally · 3 Sometimes · 4 Usually · 5 Consistently

U Understanding

What is driving the friction underneath what is being said?

- | | | | | | |
|--|-----|-----|-----|-----|-----|
| 10. When tension arises, the team tries to understand what is really going on before reacting. | (1) | (2) | (3) | (4) | (5) |
| 11. Team members ask questions before drawing conclusions. | (1) | (2) | (3) | (4) | (5) |
| 12. People get curious before defending their position. | (1) | (2) | (3) | (4) | (5) |

N Navigation

How does this team move through tension to a decision everyone holds?

- | | | | | | |
|---|-----|-----|-----|-----|-----|
| 13. When the team makes a decision, people actually commit to it. | (1) | (2) | (3) | (4) | (5) |
| 14. Disagreement leads to better decisions, not prolonged stalling. | (1) | (2) | (3) | (4) | (5) |
| 15. Once a decision is made, people support it, even when they initially disagreed. | (1) | (2) | (3) | (4) | (5) |

E Execution

Does what was decided in the room still hold on Friday?

- | | | | | | |
|---|-----|-----|-----|-----|-----|
| 16. Commitments are followed through without needing to be chased. | (1) | (2) | (3) | (4) | (5) |
| 17. Everyone knows who is responsible for what. | (1) | (2) | (3) | (4) | (5) |
| 18. When someone doesn't deliver, the team addresses it directly and agrees what needs to change. | (1) | (2) | (3) | (4) | (5) |

As you rate each statement, notice where you hesitated.

Hesitation is data.



Reflection questions

Before you finish, think about what stood out as you answered.

19. Where does your team get stuck most often, and what do you think is behind it?

20. What is this costing your team in time, energy, trust, or results?

Your team may see this differently.

You see the team through your own eyes. Others may experience the same meetings, decisions and conversations differently. When everyone completes this assessment individually, those differences can start a conversation your team may not have had before.

“Teams don't fail at strategy. They fail at the human conditions that make strategy executable.”

ATTUNE™ TEAM PRINCIPLE

What might your team see that you don't?

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Confidential from the very first conversation.