



SURFACE TO SOUL

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Healthy Ministry Team Audit

This assessment is loosely based on Patrick Lencioni's book, *The Five Dysfunctions of a Team*. Please select a ministry team you interact with regularly and rate the team based on the following items, using a scale from **1** (not descriptive of our situation) to **5** (very descriptive of our situation).

1. Do team members trust each other?

- Team members know about one another's personal lives and are comfortable discussing them.
- Team members take time at meetings to learn more about each other.
- Team members openly admit their weaknesses and mistakes and allow others to do the same.
- Team members are willing to ask other members for help and feedback.

2. Are team members willing to speak their truth and disagree with each other?

- Team members are passionate and unguarded in their discussion of issues.
- Team meetings address the most important and pressing issues.
- Individual and congregational assumptions are regularly challenged.
- Team members challenge one another about their plans, approaches, and results.

3. Do team members support each other's individual and collective goals?

- Team members know what their peers are working on and find ways to support them if needed.
- Team members leave meetings confident that their peers will complete their assignments.
- Team members end discussions with clear and specific resolutions and calls to action.
- Team members willingly make sacrifices in ministry areas for the good of the team.
- Team members know each other's primary roles and responsibilities.

4. Do team members hold each other accountable for their words and actions?

- Team members call out each other's shortcomings or unproductive behaviors.
- Team members are concerned about the prospect of letting down their peers.
- When the team covenant is violated team members acknowledge and address it immediately.

5. Do team members pay attention to results and progress in light of goals?

- Team members willingly make sacrifices in ministry areas for the good of the team.
- Morale is significantly affected by the failure to achieve team goals.
- Goals and progress on projects are regularly reviewed at meetings.
- When commitment are not met, steps are taken to correct the situation
- When projects get deferred or derailed, team members address on to get them back on track.

REFLECTIONS

1. Based on the statements above, what do you celebrate about this team?
2. Which responses raise concerns about this team?
3. What do you consider to be this team's most pressing issue to address?
4. What are you willing to do to enhance the performance of this team?



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