Team Assessment Tool for Thriving

This tool is designed for self-assessment of your group over time. It may help in setting priorities and monitoring progress over time. Feel free to add items to the list that are important to your group.

Group _____ Date_____

Person/people scoring (optional) _____

Rate your group on a 1-5 scale (1 strongly disagree to 5 strongly agree).
Consider all types of people that work in the group in answering each question. You may want to assign separate scores based on the group (i.e. if providers, nurses, MA's, patient relations specialists, etc. have a different experience than another group). You may not be able to achieve a high score in each category. Choose areas to address based on highest needs and ability to make change.

Overall	1	2	3	4	5	Comments
Our people thrive in their profession.	☐	☐	☐	☐	☐	

Advancement Support	1	2	3	4	5	Comments
Our faculty understand the FARA process and are confident in their ability to achieve promotion.	☐	☐	☐	☐	☐	
Our people have adequate career mentorship.	☐	☐	☐	☐	☐	
Our group actively coaches individuals towards leadership roles.	☐	☐	☐	☐	☐	

Culture	1	2	3	4	5	Comments
Our people feel valued and heard.	☐	☐	☐	☐	☐	
Our people feel part of a team with strong collegiality.	☐	☐	☐	☐	☐	

Our people are supported in achieving work-life integration (balance).	☐	☐	☐	☐	☐	
Our people find substantial meaning in the work they do.	☐	☐	☐	☐	☐	
Our group supports a culture of workplace wellbeing.	☐	☐	☐	☐	☐	
Our group looks out for one another.	☐	☐	☐	☐	☐	
Our people feel comfortable speaking up and sharing ideas.	☐	☐	☐	☐	☐	
Our people show their appreciation for other's work.	☐	☐	☐	☐	☐	
Our people have a quiet space to work.	☐	☐	☐	☐	☐	
Our people feel comfortable taking vacation.	☐	☐	☐	☐	☐	
Our group is supportive of flexible schedules and/or part time work.	☐	☐	☐	☐	☐	
Our group actively seeks out diversity in its members.	☐	☐	☐	☐	☐	
Our people feel a part of the larger U of U Health community.	☐	☐	☐	☐	☐	

Clinical Support	1	2	3	4	5	Comments
Our people have adequate IT support.	☐	☐	☐	☐	☐	
When a patient adverse outcome occurs, our people know about resources and feel comfortable accessing them.	☐	☐	☐	☐	☐	
Our people have control over their work (i.e. amount of work and what they do).	☐	☐	☐	☐	☐	
Our providers have adequate clinical support (MA, nursing, technicians, etc.).	☐	☐	☐	☐	☐	
Our people work at the top of their license.	☐	☐	☐	☐	☐	

Total Score (add up number of 1's, 2's, etc.)	0	0	0	0	0