

Team Performance Evaluation Survey (10 Questions)

Instructions: For each statement, rate your agreement on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

1. Clarity and Goal Alignment

Our team has clearly defined goals that link directly to the company's strategic priorities.	
We regularly review and adjust our goals (e.g. quarterly sessions) to stay aligned with evolving business needs.	

2. Trust and Communication

Team members feel safe to share honest feedback, including concerns and mistakes, without fear of negative consequences.	
Our leaders actively model transparency and vulnerability, creating an environment of mutual trust.	

3. Learning and Development

We allocate sufficient time and resources for continuous learning (AI, leadership, or functional upskilling).	
Our team tracks the impact of learning initiatives through performance improvements or innovation outcomes.	

4. Collaboration and Inclusion

Cross-functional collaboration is a core part of how we work, not an afterthought.	
We intentionally leverage diverse perspectives and backgrounds to improve creativity and decision-making.	

5. Recognition and Feedback

Achievements and milestones are consistently recognized and celebrated, both individually and collectively.	
We use data-driven feedback (e.g., pulse surveys, 360 reviews) to continuously improve performance and engagement.	

Your score

Scoring and Interpretation

- ***41–50 points: High-performing, future-ready team. You have strong clarity, trust and growth culture.***
- ***31–40 points: Solid foundation. Some improvement areas exist. Focus on trust, recognition and skill development.***
- ***21–30 points: Moderate performance risk. Alignment and communication gaps may limit agility and innovation.***
- ***10–20 points: High performance risk. Urgent need for clarity, trust-building and development intervention.***

Open Reflection Question:

What one change could most improve our team's performance in the next 90 days?

Read: **5 Steps to Elevate Your Team's Performance in 2025/26** on the Piilo Consulting: Insights and Articles website for more insights: <https://piiloconsulting.com/5-steps-to-elevate-your-teams-performance-in-2025-26/>