

Exercise 1

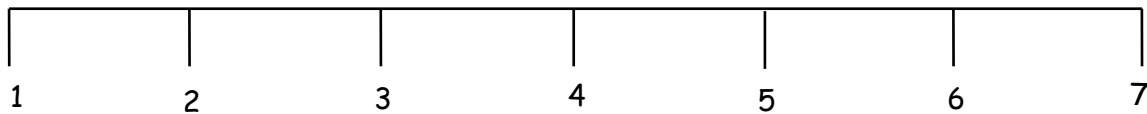
The Family Team Effectiveness Critique

Instructions: Indicate on the scales that follow your assessment of your family team and the way it functions by circling the number on each scale that you feel is most descriptive of your team.

1. Goals and Objectives

There is a lack of commonly understood goals and objectives.

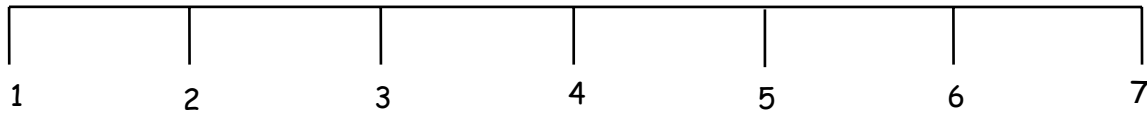
Team members understand and agree on goals and objectives.



2. Utilization of Resources

Member resources are not recognized and/or utilized.

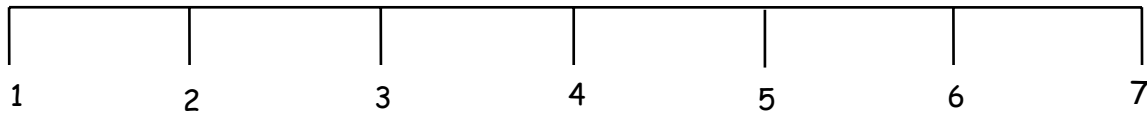
Member resources are fully recognized and utilized.



3. Trust and Conflict

There is little trust among members, and conflict is evident.

There is a high degree of trust among members, and conflict is dealt with openly and worked through.



4. Leadership

One person dominates, and leadership roles are not carried out or shared.

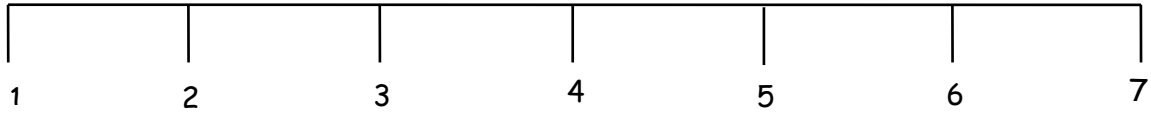
There is full participation in leadership; all members share in the leadership roles.



5. Control and Procedures

There is little control, and there is a lack of procedures to guide team functioning.

There are effective procedures to guide team functioning; team members support these procedures and regulate themselves.



6. Interpersonal Communications

Communications between members are closed and guarded.

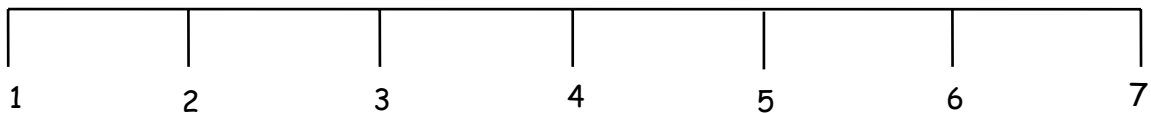
Communications between members are open and participative.



7. Problem Solving/Decision Making

The team has no agreed-on approaches to problem solving and decision-making.

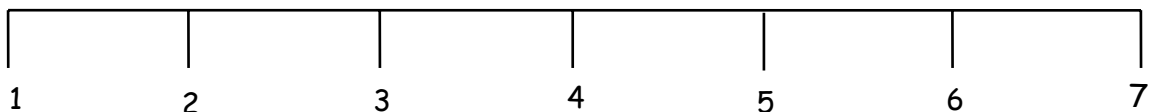
The team has well-established and agreed-on approaches to problem solving and decision-making.



8. Experimentation/Creativity

The team is rigid and does not experiment with how things are done.

The team experiments with different ways of doing things and is creative in its approach.



9. Evaluation

The group never evaluates its functioning or process.

The group often evaluates its functioning and process.

