

# A teamwork questionnaire

What makes the dream work? Teamwork! A good team player is someone who is willing to work with others to get the job done.

In almost every job, you will have to work with other people, so having good teamwork skills is super important.

Take this questionnaire to find out how good you are at being part of a team.



★ YOUTH ★  
EMPLOYABILITY  
PROGRAMME



## QUESTIONS

### Q1: What experiences have you had in a team?

- a) None. I'm more of a lone wolf.
- b) Some. I've played a bit of team sport and have done a few group activities at school.
- c) A reasonable amount – e.g. I've played some team sport.
- d) A good amount. I've played a decent amount of team sport and/or have worked with others at the marae, at church or with friends in the community.
- e) Lots. I have played team sport; I've worked with others to help on the marae or at church; I am also in a kapa haka or other performance group/band; and I've had experience working in a team at work.
- f) Other.

### Q2: How actively involved are you when working in a team?

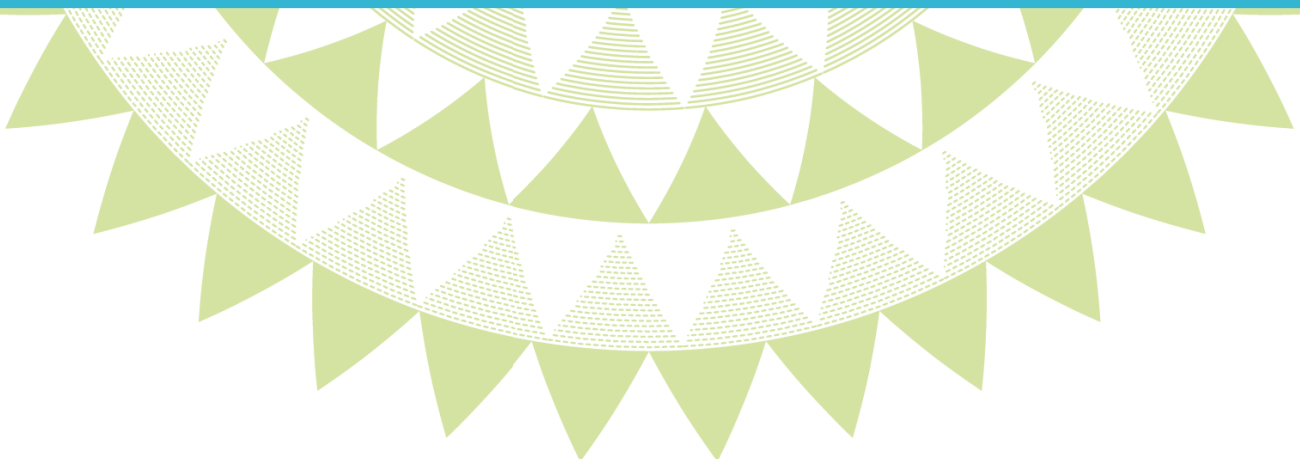
- a) Not applicable – I don't do teams.
- b) I'm pretty shy / whakamā, so I tend to be quiet.
- c) I'm the sort of person who is fine to go along with whatever is decided. I don't need to be involved in making decisions; I'm happy just to cruise.
- d) I like to have a say in what's going on. I also like it when teams work together and share the decision making – so I would push this.
- e) I like taking on a leadership role.
- f) Other.

**Q3: How flexible are you? If you had a job working the cash register at Briscoes, how would you feel if the boss told you to help your co-workers stack shelves because it was a slow work day?**

- a) I would not be happy about it.
- b) I would be nervous about it. I would worry I wouldn't do it right.
- c) I would do it if I had to, but I would mention to the boss that it's not fair that, when I finally get a cruisy day, I get moved because others are being slack.
- d) I would go help but probably wouldn't be too happy about it.
- e) I would be fine about being moved to a different job to help the others catch up with stacking. We are a team and we help each other out.
- f) Other.

**Q4: Being a good team player means pitching in and helping, even if the job that needs finishing first is not your regular job (e.g. Helping to unload the van before you can get back to unpacking and stacking the vegetables, which is your job). How good are you at pitching in?**

- a) I don't do other people's work for them. I just focus on doing my own job.
- b) I would help if necessary but would worry that I would be told off for being slow at getting my regular work done.
- c) I would help a bit to get them started and then go back to my own job.
- d) I would give them a hand but would expect they come help me afterwards.
- e) I would help them get it unpacked and then start on my job. I would feel confident the boss would appreciate me doing this. Get the van unpacked and out of the way so other deliveries can be made.
- f) Other.



**Q5: What do you think are the biggest differences between being part of a sport or performance team (like kapa haka) and being part of a team at work?**

- a) I don't know.
- b) With sport or kapa haka, you are with your mates and having fun. At work, you might not know anyone and it's more stressful.
- c) With one, you get to choose who you are with and what you do; with the other, you are told who you will work with and what to do.
- d) Teams at work can be made up of different age groups, different cultures, different belief systems. You work with who you are told to work with. You need to work out how to get on with them and how to work together to get the job done.
- e) The biggest difference is working with people you may have little or nothing in common with, building friendly and respectful relationships with them and learning how to work together to do the best job.
- f) Other.

**Q6: Team commitment is important if your team is to trust and respect you. Would you put the team's needs ahead of your own? For example, after a big weekend, you wake up on Monday feeling shattered. Would you ring in sick or would you get up and go to work?**

- a) I would ring in sick. No regrets.
- b) I might ring in sick but would make up a good excuse and hope my workmates would be OK with it.
- c) It would depend on how bad I was feeling. No point going to work if you feel disgusting.
- d) I would go to work, but I'd let my mates know I'm not feeling the greatest.
- e) I would go to work, dig in and get through it.
- f) Other.

**Q7: One challenge of teamwork is working through conflict. Disagreements will always happen when you are working with people different to yourself, who have different ideas on how to do things efficiently. How confident are you at working through conflict in a positive way?**

- a) Terrible. I have a bit of a temper.
- b) Not confident. I am shy / whakamā and this makes it difficult for me to put my opinion forward. I would normally just let the other person decide what should happen.
- c) I'm OK at it. Depends on my mood. I'm not bad when I'm in a good space, but when I'm tired or in a bad head space, I find it hard to work through issues. I either don't care or demand to have things go my way.
- d) I am usually OK at it. Depends on my relationship with the other person. If I don't like them, I can become a bit aggressive or difficult. If we get on well, we can usually work it out together.
- e) I am good at working through conflict. I don't let other people make me angry, I don't have a need to always win arguments and I am a good problem solver.
- f) Other.

**Q8: Team players have positive and friendly attitudes. People don't want to be around someone who is always complaining and criticising others. How would you describe your attitude?**

- a) I'm told my attitude is bad. I don't see much that inspires me.
- b) My attitude could be better. I lose my motivation easily. It's hard to feel positive if you feel like you are struggling all the time.
- c) My attitude is a bit up and down, depending on my mood. It's easier to have a good attitude when you are feeling happy and on top of things.
- d) My attitude is pretty good. Mostly I am a happy and friendly sort of person.
- e) I have a positive attitude. I bounce back from bad days easily, and I see opportunities everywhere I look.
- f) Other.

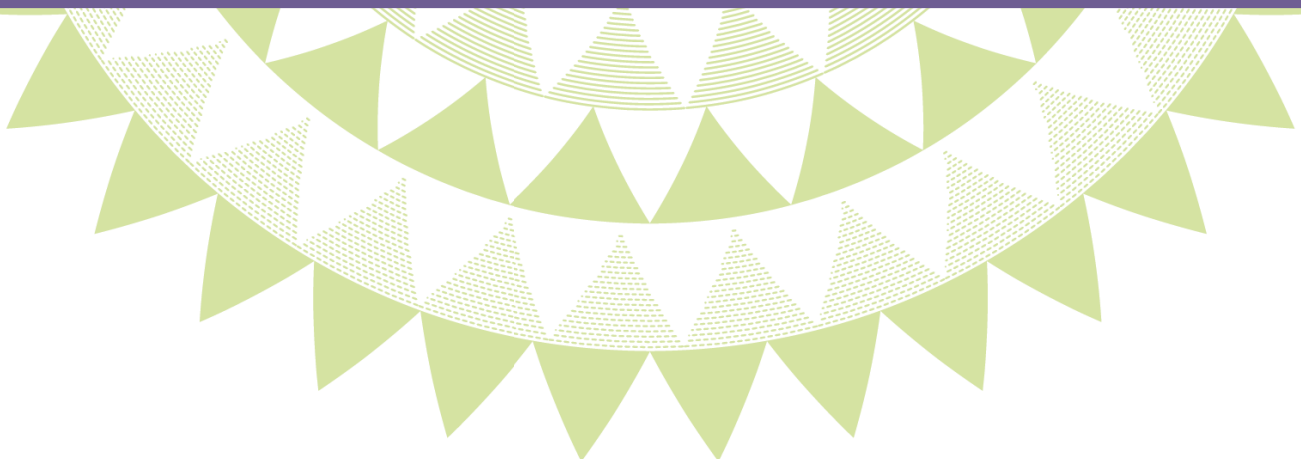


**Q9: Great team players have empathy and courage. Empathy is the ability to understand how someone else is feeling, and courage is the ability to take a stand when you believe something isn't fair. If you saw some people on your team bullying another team member, how would you respond?**

- a) It's not my business.
- b) I would feel sorry for the person being bullied but would not have the courage to say anything.
- c) I would feel bad for the person but would have to weight up the risk of falling out with the others in the team before deciding to say anything or not.
- d) I would feel bad for the person and perhaps mention to the others that they were upsetting the other person. If they laughed at me, I would probably drop it.
- e) I would absolutely challenge them. I don't like bullying. I would tell them that if they kept doing it, I would report them.
- f) Other.

**Q10: Great team players understand the authority of supervisors and managers and can follow their directions. How easy is it for you to follow instructions?**

- a) Not at all easy because I don't like being told what to do.
- b) Not easy, but I would like to be better. When the boss speaks to me, I get so nervous that I find it hard to listen.
- c) Meh. Depends on what sort of head space I'm in. If I feel like everyone is nagging me at home, it just feels like another person who is on my case, telling me what to do, and I won't respond well.
- d) Easy enough. I'm fine with them being the boss, and I'm fine with getting instructions.
- e) Easy! I am relaxed and respectful about the boss being the boss. I am good at following instructions. I like to do things right and this helps.
- f) Other.





## RESULTS

Now take a few moments to look back over your answers. Do you notice any patterns in the way you responded to these questions?

### If you mostly chose As

You are not a team player. You will really need to work on this, as most work environments involve people working in teams. Have a good talk with someone you trust and see if you can work out why you are so negative about working in teams. Also have a look through the teamwork resources and see if you can find some tips or insights that may be helpful for you to change your mindset and build your skills.

### If you mostly chose Bs

You are most likely a kind but shy person who lacks confidence working with people you don't know well. Have a look at the teamwork resources and see if you can find some useful tips on how to build up your confidence and become a more valuable team member.

### If you mostly chose Cs

You have some great teamwork skills; however, it would seem that you let your mood influence you a lot. It would be helpful for you to work on managing your emotions better so that you control them, rather than the other way around. You will find that, when you are less moody, others will become more respectful and engaged with you. Have a look at the teamwork resources and see how to take control of your emotions and become a great team player.

### If you mostly chose Ds

You have good teamwork skills. You know what is expected of you, and you work hard to fit in, share the workload and have some fun with your workmates.

### If you mostly chose Es

You are an excellent team player. You are both caring and courageous, and you show some great leadership qualities. Be careful to stay humble, and be aware that others may not have your confidence.

You will likely be an important role model in your team, which will come with both opportunities and responsibilities for you. Your boss will notice your willingness to take on these challenges, and it will pay off in the long term.

