

**TEAM PERFORMANCE SELF-ASSESSMENT**

Is your team performing at its potential?

Most organizations have talented, motivated people — and still struggle with communication breakdowns, inconsistent execution, and leadership gaps. This assessment helps you identify where your team's real friction points are — and what to do about them.

How to use this assessment

- › Answer each statement honestly based on what is typically true for your team — not what you hope is true.
- › Rate each statement 1–5: 1 = Rarely, 2 = Sometimes, 3 = Usually, 4 = Often, 5 = Always.
- › Score each section individually, then total at the end.
- › Use the interpretation guide to understand what your scores mean.
- › Share results with an Elvarity advisor to discuss what's possible.

Your name (optional)

Your organization

Date

**SECTION 1 OF 5****Self-Awareness & Individual Clarity**

How well do the people on your team understand themselves — what drives them, how they behave under pressure, and what their purpose is?

Statement	1 Rarely	2 Sometimes	3 Usually	4 Often	5 Always
People on my team understand their own behavioral tendencies and how they affect others.	☐	☐	☐	☐	☐
Individuals can articulate a clear sense of personal purpose or direction in their work.	☐	☐	☐	☐	☐
Team members have a healthy sense of self-worth that isn't dependent on their role or performance.	☐	☐	☐	☐	☐
People on my team know what they personally value and why they do the work they do.	☐	☐	☐	☐	☐
Team members understand what triggers them emotionally and can manage their responses.	☐	☐	☐	☐	☐

Section 1 Score — Self-Awareness**/ 25***20–25: Strong / 12–19: Some gaps / Below 12: Priority area***What Elvarity addresses here:**

- › Behavioral Style (DISC Plus) — understanding your natural style and its impact
- › Mission & Finding Your Why — personal mission discovery
- › Self-Image — separating worth from performance

**SECTION 2 OF 5****Relational Intelligence & Communication**

How effectively do people on your team understand and communicate with those around them — across different styles, roles, and perspectives?

Statement	1 Rarely	2 Sometimes	3 Usually	4 Often	5 Always
People on my team communicate clearly and adapt their style to different colleagues.	☐	☐	☐	☐	☐
Team members listen to understand — not just to respond.	☐	☐	☐	☐	☐
When conflict arises, people seek mutual understanding rather than 'winning' the conversation.	☐	☐	☐	☐	☐
Managers and team leads can read the emotional state of a conversation and adjust accordingly.	☐	☐	☐	☐	☐
People feel genuinely heard and understood by their colleagues and leaders.	☐	☐	☐	☐	☐

Section 2 Score — Communication**/ 25***20–25: Strong / 12–19: Some gaps / Below 12: Priority area***What Elvarity addresses here:**

- › Know Others' Styles — reading and adapting to behavioral differences
- › Elements of Communication — words, tone, and body language
- › Active Listening — the foundation of every relationship
- › Discovery Process — moving from convincing to mutual understanding

**SECTION 3 OF 5****Mindset & Emotional Resilience**

How do people on your team approach challenges, pressure, and difficult conversations?

Statement	1 Rarely	2 Sometimes	3 Usually	4 Often	5 Always
People on my team stay constructive and solution-focused when things go wrong.	☐	☐	☐	☐	☐
Team members recognize when they're in a defensive or reactive mindset and can reset.	☐	☐	☐	☐	☐
Difficult conversations happen directly and respectfully — not through avoidance or games.	☐	☐	☐	☐	☐
Our team has a healthy relationship with pressure, setbacks, and uncertainty.	☐	☐	☐	☐	☐
There is psychological safety — people feel secure enough to take risks and speak honestly.	☐	☐	☐	☐	☐

Section 3 Score — Mindset**/ 25***20–25: Strong / 12–19: Some gaps / Below 12: Priority area***What Elvarity addresses here:**

- › Mindset — identifying and shifting ego states in real time
- › Games People Play — breaking manipulative communication patterns
- › Discovery Process — building mutual understanding over convincing

**SECTION 4 OF 5****Goals, Priorities & Execution**

How well does your team translate intention into consistent, accountable performance?

Statement	1 Rarely	2 Sometimes	3 Usually	4 Often	5 Always
Team members set clear, meaningful goals connected to their role and the organization's mission.	☐	☐	☐	☐	☐
People consistently prioritize important work over urgent-but-less-important tasks.	☐	☐	☐	☐	☐
There is a culture of personal accountability — people own their commitments and follow through.	☐	☐	☐	☐	☐
Managers help team members align individual goals with organizational goals.	☐	☐	☐	☐	☐
People protect their time and energy for what matters most — not just what's in front of them.	☐	☐	☐	☐	☐

Section 4 Score — Execution**/ 25***20–25: Strong / 12–19: Some gaps / Below 12: Priority area***What Elvarity addresses here:**

- › Roles & Goals — SMART goal-setting tied to personal mission
- › Priority Management — protecting time for what matters
- › Accountability & Integration — sustaining habits beyond the program

**SECTION 5 OF 5****Leadership Culture & Team Health**

How well does your organization's culture support people in doing their best work and developing into their best selves?

Statement	1 Rarely	2 Sometimes	3 Usually	4 Often	5 Always
Leaders in our organization model the communication and behavior they expect from others.	☐	☐	☐	☐	☐
People feel motivated by more than compensation — they feel a sense of purpose in their work.	☐	☐	☐	☐	☐
Our organization invests meaningfully in the professional and personal development of its people.	☐	☐	☐	☐	☐
High-performing individuals are supported in growing beyond their current roles.	☐	☐	☐	☐	☐
Overall, our team culture is one where people want to come to work, grow, and stay.	☐	☐	☐	☐	☐

Section 5 Score — Culture**_____ / 25***20–25: Strong / 12–19: Some gaps / Below 12: Priority area***What Elvarity addresses here:**

- › Mission & purpose development at the individual level
- › Money & Emotions — building healthy motivation beyond compensation
- › Full program integration — a culture of continuous growth

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Your Total Score

Self-Awareness

___ / 25

Communication

___ / 25

Mindset

___ / 25

Execution

___ / 25

Culture

___ / 25

TOTAL SCORE

___ / 125

What your score means

100–125
Strong

Your team has strong foundational practices in most areas. Elvarity can deepen and systematize what's working — and help your highest performers grow further, faster. Consider exploring advanced delivery formats.

70–99
Developing

Your team has real strengths but meaningful gaps that are likely costing you performance, retention, and trust. Look at your lowest-scoring sections — those are where Elvarity will have the most immediate impact. A structured program is recommended.

Below 70
Urgent

There are significant gaps in your team's foundational human skills. The patterns you're experiencing — turnover, miscommunication, low accountability, leadership struggles — will not resolve themselves. The Elvarity program was built precisely for this moment. A discovery call is your best next step.



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Three questions worth sitting with

1. Where is your team leaving performance on the table?

2. What does a high-performing version of your team look like?

3. If nothing changes in the next 12 months, what will that cost you?

Let's talk about what's possible for your team.

Schedule a free 30-minute discovery call. We'll review your results together and discuss what an Elvarity engagement could look like for your organization.

Schedule a discovery call →

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