

THE TEAM LEADERSHIP PRACTICES INVENTORY (TEAM LPI)

To what extent does *the team* engage in the following behaviors or activities? Using the scale below, circle the number that best applies to each statement.

	1 Rarely or Very Seldom	2 Once in a While	3 Sometimes	4 Fairly Often	5 Very Frequently or Almost Always
1. We seek out challenging opportunities that test our skills and abilities.	1	2	3	4	5
2. We talk about the kind of future we would like to create together.	1	2	3	4	5
3. We are all involved in planning actions we need to take.	1	2	3	4	5
4. We have clear standards of behavior and norms about how we should work with one another.	1	2	3	4	5
5. We take the time to celebrate accomplishments when project milestones are reached.	1	2	3	4	5
6. We stay up-to-date on the most recent professional developments affecting our work.	1	2	3	4	5
7. We appeal to each team member to share the team's vision as his or her own.	1	2	3	4	5
8. We treat one another with dignity and respect. ...	1	2	3	4	5
9. We make certain that our tasks are broken down into manageable steps.	1	2	3	4	5
10. We make sure that people are recognized for their contributions to the success of our projects/programs/efforts.	1	2	3	4	5
11. We challenge the way we do things at work.	1	2	3	4	5
12. We clearly communicate a positive and hopeful outlook about the work of our team.	1	2	3	4	5
13. We allow one another the freedom and the responsibility to make decisions that affect our individual work.	1	2	3	4	5
14. We spend time and energy making certain that people adhere to the team values that we have agreed on.	1	2	3	4	5
15. We praise one another for a job well done.	1	2	3	4	5

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16. We look for innovative ways to improve what we do in this organization.	1	2	3	4	5
17. We communicate about how our long-term interests can be realized by working together for a common vision.	1	2	3	4	5
18. We cooperate with one another in getting our work accomplished.	1	2	3	4	5
19. We are examples for one another of how each of us should behave.	1	2	3	4	5
20. We show lots of appreciation to one another for our accomplishments.	1	2	3	4	5
21. We ask "What can we learn?" when things do not go as expected.	1	2	3	4	5
22. We look ahead and forecast what we expect the future to be like.	1	2	3	4	5
23. There is an atmosphere of mutual trust in our team.	1	2	3	4	5
24. Our actions are consistent with the values we espouse.	1	2	3	4	5
25. We find ways to celebrate accomplishments.	1	2	3	4	5
26. We experiment and are willing to take risks with new approaches to our work, even when there is a chance that we might fail.	1	2	3	4	5
27. We are enthusiastic and contagiously excited about future possibilities.	1	2	3	4	5
28. We feel a sense of ownership for the tasks we work on.	1	2	3	4	5
29. We make sure that we set clear goals, make plans, and establish milestones for our projects.	1	2	3	4	5
30. We make it a point to tell others outside the team about the good work done within our team.	1	2	3	4	5

TRANSFERRING RATINGS

After you have completed pages 2 and 3, transfer your numerical rating ("1," "2," "3," "4," or "5") for each statement to the appropriate blank below.

Please note that the statement numbers are listed *horizontally*. Before you record each statement's numerical rating, make certain that you are using the appropriate blank.

Thank you for your cooperation.

- | | | | | |
|-----------|-----------|-----------|-----------|-----------|
| 1. _____ | 2. _____ | 3. _____ | 4. _____ | 5. _____ |
| 6. _____ | 7. _____ | 8. _____ | 9. _____ | 10. _____ |
| 11. _____ | 12. _____ | 13. _____ | 14. _____ | 15. _____ |
| 16. _____ | 17. _____ | 18. _____ | 19. _____ | 20. _____ |
| 21. _____ | 22. _____ | 23. _____ | 24. _____ | 25. _____ |
| 26. _____ | 27. _____ | 28. _____ | 29. _____ | 30. _____ |

If you have been asked to return this inventory for centralized scoring, please be certain that the team's name, your name, and the names of other team members are written in the blanks on page 1. Then return the inventory to:

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