

## eduSTEM PBL Program | Collaboration – Team Surgery

Use the scale below to indicate how each statement applies to your team. Answer each question honestly and do not discuss the questions with your teammates before answering them

- **3** = usually/always
- **2** = sometimes
- **1** = rarely/never

Number	Question	Score
1	In team discussions, we discuss our opinions freely and feel comfortable disagreeing with each other	
2	We know exactly what each team member is working on for each task and what each of us are responsible for	
3	After every team meeting, we reach a consensus and agree on an approach, even if we disagreed initially	
4	We apologise to each other if we let the team down	
5	We care more about team goals than doing our part individually	
6	We admit if we make a mistake, have a weakness, or don't know what to do	
7	If some isn't displaying a team rule or expectation, we will immediately call them out on it	
8	I feel like my voice is heard and that I play a role in group decisions	
9	We praise others more than we seek praise ourselves	
10	We give each other feedback on what we can do better	
11	If one of us does poor quality work, we take responsibility for it and make it better	
12	We ask each other for help	
13	I know exactly what our team is working on and why	
14	We hold each other to deadlines to make sure work gets done on time	
15	We always help our teammates, even if it creates more work for us	

Add your scores together for each combination of questions listed below. This gives you a final score for each dysfunction. A score of **8 or 9** suggests that dysfunction is not present; a score of **6 or 7** suggests that the dysfunction might be present and should be discussed; and a score of **3-5** signals that the dysfunction is present and should be solved immediately.

Dysfunction 1 Absence of trust	Dysfunction 2 Fear of conflict	Dysfunction 3 Lack of commitment	Dysfunction 4 Avoidance of accountability	Dysfunction 5 Individual focus
Add Questions 4, 6, & 12	Add Questions 1, 7, & 10	Add Questions 3, 8, & 13	Add Questions 2, 11, & 14	Add Questions 5, 9, & 15
/ 9	/ 9	/ 9	/ 9	/ 9