

How to Use This Scorecard

Rate each dimension from 1 (critical) to 5 (excellent). Use this monthly or quarterly with your team. Share results openly and pick 1-2 areas to focus on improving.

Communication

Indicator	1	2	3	4	5
Team members share information openly and proactively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decisions are communicated clearly with context (the 'why')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People feel comfortable raising concerns or disagreeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cross-team communication flows smoothly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meeting time is used effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal: ___ / 25					

Productivity & Delivery

Indicator	1	2	3	4	5
We consistently deliver what we commit to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our processes help (not hinder) getting work done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Priorities are clear and well-understood by everyone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We ship quality work — not just fast work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical debt is managed, not ignored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal: ___ / 25					

Morale & Engagement

Indicator	1	2	3	4	5
People enjoy coming to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team members feel their contributions are valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

There's a healthy level of energy and enthusiasm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People help each other without being asked	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Burnout is low — workload is sustainable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal: ___ / 25					

Growth & Learning

Indicator	1	2	3	4	5
Team members are actively learning new skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are clear growth paths for each person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge sharing happens regularly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People receive useful and timely feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Failure is treated as a learning opportunity, not punishment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal: ___ / 25					

Alignment & Purpose

Indicator	1	2	3	4	5
Everyone understands how their work connects to company goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The team has a shared vision of what success looks like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic decisions are made with team input	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Roles and responsibilities are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The team trusts leadership's direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal: ___ / 25					

Psychological Safety

Indicator	1	2	3	4	5
People feel safe to take risks and make mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No one is afraid to ask 'stupid' questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflict is addressed constructively, not avoided	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse perspectives are welcomed and respected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People can be themselves at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal: ___ / 25					

Overall Score Summary

Dimension	Score	Action Needed?
Communication	___ / 25	_____
Productivity & Delivery	___ / 25	_____
Morale & Engagement	___ / 25	_____
Growth & Learning	___ / 25	_____
Alignment & Purpose	___ / 25	_____
Psychological Safety	___ / 25	_____
TOTAL	___ / 150	

Scoring Guide

120-150: Healthy team — maintain and celebrate

90-119: Good foundation — pick 1-2 areas to improve

60-89: Needs attention — prioritize top 3 lowest dimensions

Below 60: Critical — consider team reset or external support