

How collaborative is your team — really?

Rate each statement honestly: 1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

Statement	1 Never	2 Rarely	3 Sometime	4 Often	5 Always
D — DIRECTION Role of the Leader					
<i>How well does your leader set direction and enable collaboration?</i>					
1. My leader clearly communicates team goals and individual roles.	1	2	3	4	5
2. My leader recognises and rewards team-work, not just individual performance.	1	2	3	4	5
3. My leader guides how to solve problems together, helps getting creative solutions.	1	2	3	4	5
A — AFFINITY Sense of Belonging					
<i>How connected do team members feel to each other and the organisation?</i>					
4. Team members trust and support each other openly.	1	2	3	4	5
5. Bad gossip and blame culture doesn't exist in my team..	1	2	3	4	5
6. People look forward to solving problems together.	1	2	3	4	5
I — INTEREST Individual Drive					
<i>How motivated are individuals to contribute beyond their own KPIs?</i>					
7. I actively solve problems outside/within my direct role.	1	2	3	4	5
8. Team members let go of grudges and support each other's success.	1	2	3	4	5
9. I feel personally motivated to help colleagues achieve their goals.	1	2	3	4	5
C — CHANNEL Platforms & Processes					
<i>How effective are the channels your team uses to collaborate and solve problems?</i>					
10. Meetings are productive and result in clear actions — not just discussion.	1	2	3	4	5
11. There is a structured platform where problems are raised and solved cross-functionally.	1	2	3	4	5
12. Team members are recognised and credited for their contributions to solving problems.	1	2	3	4	5

TOTAL SCORE (add all 12 scores): _____ / 60

What your score means

Your Score	What it means	Next Step
48 – 60	Strong Collaborative Culture — keep building on it	Scale & sustain
36 – 47	Developing — gaps in 1–2 influencers are limiting your team	We work on the 'weak DAIC pillar'
12 – 35	At Risk — silos and disengagement are likely costing you measurably	Let's talk

Want to address the Elephant in the Room? Book a free 30-min consultation with Shweta Sharma

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