

WORKING DOCUMENT

TREO – Teamwork Style Survey



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TREO - Teamwork Style Survey

Instructions:

There are many ways to help a team succeed. This tool examines your preferences and how you typically work in a team. When answering these questions, think about your experiences as a member of different teams and how you **typically** work in teams.

Please indicate the extent to which you **agree** with each of the following statements in terms of how it describes your typical behavior or preference as a **member of any team**.

5 = Strongly Agree 4 = Somewhat Agree 3 = Neither Agree nor Disagree 2 = Somewhat Disagree 1 = Strongly Disagree	Strongly Agree				
	Somewhat Agree				
	Neither Agree nor Disagree				
	Somewhat Disagree				
	Strongly Disagree				
Based on my prior experiences, as a member of different teams ...					
1. I learn how to get outside resources that our team needs to be successful.	1	2	3	4	5
2. I'm comfortable being critical of my teammates.	1	2	3	4	5
3. I like it when we keep busy and get things done.	1	2	3	4	5
4. I like to challenge peoples' assumptions.	1	2	3	4	5
5. I like to be the one that sorts out the details of a team project.	1	2	3	4	5
6. I often volunteer new ideas and suggestions without being asked my opinion	1	2	3	4	5
7. I can calm people down and get them focused on the task when things get stressful.	1	2	3	4	5
8. I like to be the one who decides who will do which tasks on a team.	1	2	3	4	5
9. I am the one who questions why we are doing things in a certain way.	1	2	3	4	5
10. Sometimes I just voice a different opinion to keep my team thinking about what we should be doing.	1	2	3	4	5
11. I'm always ready to support a good suggestion in the common interest of the team.	1	2	3	4	5
12. People usually look to me when something needs to be done in the team.	1	2	3	4	5

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	Strongly Disagree				
Based on my prior experiences, as a member of different teams ...					
13. I like to try out new ideas and approaches.	1	2	3	4	5
14. I question what my team should be doing to get the job done.	1	2	3	4	5
15. I can be counted on to follow through on any tasks which I've been assigned.	1	2	3	4	5
16. I can be counted on when a task needs to be done.	1	2	3	4	5
17. I keep my team on pace and aware of deadlines.	1	2	3	4	5
18. I make sure that my teammates are clear about their responsibilities.	1	2	3	4	5
19. I'm comfortable dealing with interpersonal conflicts and helping people work through them.	1	2	3	4	5
20. I enjoy coordinating team efforts with people or groups outside of the team.	1	2	3	4	5
21. My primary focus is on getting my assignments done for the team.	1	2	3	4	5
22. I can be counted on to spread ideas between my team and people outside of my team.	1	2	3	4	5
23. I'm comfortable being the spokesperson for a team.	1	2	3	4	5
24. I am the one who steps up and does whatever is necessary to make the team successful.	1	2	3	4	5
25. I'm often the first to volunteer for a difficult or unpopular assignment if that is what the team needs.	1	2	3	4	5
26. I like to be the one who keeps track of how well my team is doing.	1	2	3	4	5
27. I am usually the one who suggests a new idea or direction when the team gets stuck on something.	1	2	3	4	5
28. I bring a sense of organization to any job a team undertakes.	1	2	3	4	5
29. I get bored when we do the same task the same way every time.	1	2	3	4	5
30. I structure team activities.	1	2	3	4	5
31. I discover and connect with people who can help my team succeed.	1	2	3	4	5
32. I'm not afraid to question my teammates' authority.	1	2	3	4	5
33. I'm known for thinking creatively and "outside the box"	1	2	3	4	5

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	Strongly Disagree				
Based on my prior experiences, as a member of different teams ...					
34. I typically find out what is going on outside my team and share that with my teammates.	1	2	3	4	5
35. I like coming up with new ways that our team can accomplish our tasks.	1	2	3	4	5
36. I usually suggest the appropriate steps that my team should follow to get something done.	1	2	3	4	5
37. I like helping different kinds of people work effectively together.	1	2	3	4	5
38. I'm comfortable producing and sharing new ideas with my team.	1	2	3	4	5
39. I often work to maintain good working relationships within my team.	1	2	3	4	5
40. It bothers me when I see teammates getting frustrated or depressed.	1	2	3	4	5
41. I'm always committed to my team tasks.	1	2	3	4	5
42. I often point out the potential risks or hazards of a team plan or course of action.	1	2	3	4	5
43. I help people move beyond their disagreements and find common ground.	1	2	3	4	5
44. My teammates often view my suggestions as creative or innovative.	1	2	3	4	5
45. I often serve as a liaison between my team and outside groups.	1	2	3	4	5
46. I promote my team's mission and goals with other teams or units.	1	2	3	4	5
47. I can typically provide a strong rationale to refute ideas that I believe are unsound.	1	2	3	4	5
48. I encourage my teammates when I know they have a difficult assignment or challenge.	1	2	3	4	5