



Common Purpose Team Inclusivity Index

Team:

Your name (please print):

Each member of a team completes the Index. This looks at how the team works and doesn't work, how members interact and don't interact, what they think and what they avoid. The individual results are never revealed, only an aggregate TII should be calculated.

Please assess the following statements by circling the appropriate number, where **1 indicates strong disagreement and 10 indicates strong agreement.**

As a team, we share common goals and know how we are doing against them.	1	2	3	4	5	6	7	8	9	10
As a team, we are capable of disagreeing without damaging relationships.	1	2	3	4	5	6	7	8	9	10
In stressful times, our team does not fragment.	1	2	3	4	5	6	7	8	9	10
In our team, curiosity is valued.	1	2	3	4	5	6	7	8	9	10
Differences in our team are more likely to result in new ideas than negative outcomes.	1	2	3	4	5	6	7	8	9	10
There are very few subjects our team will not discuss.	1	2	3	4	5	6	7	8	9	10
In our team, ideas that seem crazy are not dismissed.	1	2	3	4	5	6	7	8	9	10
Our team does not criticize other teams.	1	2	3	4	5	6	7	8	9	10
Talented young people want to work in our team	1	2	3	4	5	6	7	8	9	10
For us, inclusivity is not window dressing, its fundamental to our performance.	1	2	3	4	5	6	7	8	9	10
My views are sought out and valued.	1	2	3	4	5	6	7	8	9	10
I never treat anyone in our team with disrespect.	1	2	3	4	5	6	7	8	9	10
I am professionally supportive to my colleagues.	1	2	3	4	5	6	7	8	9	10
I talk freely about things that are important to me.	1	2	3	4	5	6	7	8	9	10
I really look forward to our team meetings.	1	2	3	4	5	6	7	8	9	10
When socializing as a team, I do not always sit with the same subgroup.	1	2	3	4	5	6	7	8	9	10
I am contributing to this team.	1	2	3	4	5	6	7	8	9	10
I deal with conflict rather than ignoring it.	1	2	3	4	5	6	7	8	9	10
I always say what I think.	1	2	3	4	5	6	7	8	9	10
I can be myself at work.	1	2	3	4	5	6	7	8	9	10