



## 14-Point Team Climate Inventory

**Completing this brief survey will give you get a better understanding of how your team works.** By learning about strengths and weaknesses within your team, you'll identify areas for improvement and ways to improve team functioning.

These 14 questions ask about things like how you and your team approach quality improvement, how you communicate and share information with one another, and how you work together towards shared goals.

For each statement, tell us whether you strongly agree, agree, neither agree nor disagree, disagree, or strongly disagree.

1. I understand my team's objectives.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
2. I agree with my team's objectives.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
3. I think my team's objectives can actually be achieved.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
4. I think my team's objectives are worthwhile.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree

5. We have a “we are in it together” attitude.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
6. People keep each other informed about work-related issues in the team.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
7. People feel understood and accepted by each other.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
8. There are real attempts to share information throughout the team.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
9. Team staff are prepared to question the basis of what the team is doing.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree
10. The team critically appraises potential weaknesses in what it is doing in order to achieve the best possible outcome.
  - Strongly agree
  - Agree
  - Neither agree nor disagree
  - Disagree
  - Strongly disagree

11. Staff of the team build on each other's ideas in order to achieve the best possible outcome.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

12. People in this team are always searching for fresh, new ways of looking at problems.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

13. In this team, we take the time needed to develop new ideas.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

14. People in the team cooperate in order to help develop and apply new ideas.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

This shortened version of the Team Climate inventory (TCI) was developed by Kivimäki *et al.* (1999) and validated by Bosch *et al.* (2008) and Loo & Loewen (2002). The original 38-item TCI was developed by Anderson & West (1998). You can learn more here: <https://nexusipe.org/informing/resource-center/tci-team-climate-inventory>.

#### References:

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