

Diagnose your group health

Use this tool to diagnose how your group stacks up against Googles 5 key aspects of healthy groups.

Diagnosis

The 5 statements below relate to 5 keys to strong teams identified in research done by Google (see handout). We don't always take our lead from large corporations but sometimes they come up with interesting stuff! Because Google is such a large corporation they have many staff teams to draw lessons from. The researchers went looking for what made teams successful and were surprise at what they found.

The most important factors were:

1. **Psychological safety:** Can we take risks on this team without feeling insecure or embarrassed?
2. **Dependability:** Can we count on each other to do high quality work on time?
3. **Structure & clarity:** Are goals, roles, and execution plans on our team clear?
4. **Meaning of work:** Are we working on something that is personally important for each of us?
5. **Impact of work:** Do we fundamentally believe that the work we're doing matters?

TASK: On a scale of 1-5, where 1 is strongly agree and 5 is strongly disagree rate your GetUp Action group according to the 5 elements below.

1. In my group, people feel safe to take risks and be vulnerable in front of each other.

Strongly Agree
Disagree

Neither Agree nor Disagree

Strongly

1 2 3 4 5

2. In my group, people follow through on actions and get things done on time.

1 2 3 4 5

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3. In my group, members have clear roles, plans and goals.

1 2 3 4 5

4. The work of the action group is personally important to people in my group.

1 2 3 4 5

5. In my group, people can tell their work makes a difference.

1 2 3 4 5

Next Steps:

- ! Work out which aspects your group could focus on to be healthier
- ! Use our tools to tune-up your group!