

Building a competitive team: Three domains that can improve your team's performance

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In the February 2012 Slowinski at-large, I discuss the evaluation of three critical areas to help get the most out of your team. These include skill set assessments for knowing what a player can be expected to do in competition, evaluation of shared team goals and determining team social support.

[Download the article here \(3 MB\)](#)

TEAM ASSESSMENT SCORING CORRECTED - CLICK READ MORE TO SEE THE NEW SCORING

CORRECTED TEAM ASSESSMENT

Questions to determine a player's Group
 Integration Task orientation

1. Our team members are collectively united in reaching our team's performance goals.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)
2. Everyone on the team takes responsibility for poor tournament performances.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)
3. There are conflicting aspirations for our team's performances.
 Very True (-2) True (-1) Neutral (0) False (+1) Very False (+2)
4. Our entire team communicates openly about everyone's responsibilities during practice as well as in competition.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)
5. Our entire team has very high goals for this team.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)

TOTAL SCORE:

+10 High Perceived Unity of Goals
 – 10 Low Perceived Unity of Goals

Questions to determine a player's Individual
 Attraction to Group Task orientation

1. I am satisfied with the number of tournaments that I bowl with the team.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)
2. I feel that I am given adequate opportunities to demonstrate that I can contribute to the team.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)
3. The team's training program provides me with the opportunity to improve my game.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)
4. The way we break down the lanes and move as a team unit in competition helps us score the highest possible throughout the tournament.
 Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)

5. The coach makes recommendations for adjustments on the lane that are good for the team most of the time.

Very True (+2) True (+1) Neutral (0) False (-1) Very False (-2)

TOTAL SCORE:

+10 High Perceived Unity of Goals

– 10 Low Perceived Unity of Goals