

Is your virtual team stuck? Ask yourself these ten questions to determine the answer. If you answer yes to seven or more of the questions below, you may want to consider a team tune-up.

Questions

1. Do all team members contribute to their fullest potential?
2. Are there regular misunderstandings of decisions?
3. Are there different work ethics on the team?
4. Is there candor and productive disagreement among members?
5. Can everyone state with clarity the team goals, objectives, and values?
6. Are our tasks organized with due dates and accountabilities?
7. Do team members appreciate each other's styles and differences?
8. Does everyone help each other achieve and be their best self?
9. Is ownership for all team results shared equally?
10. Is the team having fun and do they look forward to virtual team meetings?

Before your team tune-up, consider taking the following actions:

1. Share your observation that the team is "stuck," and that you will be focusing on helping the team refocus and reenergize.
2. Schedule one-on-ones with each team member and engage in a candid conversation about their personal satisfaction with work and the team. Focus on one or two of the questions listed above that are most relevant to each person.
3. Increase the frequency of your team meetings. Include time at each meeting to talk about team process, dynamics, and business results. Use the questions above as prompts for discussions.

