



THE COLLECTIVE CONFIDENCE INDEX

TEAM ASSESSMENT · ONE SHEET PER PERSON

Rate each statement from 1 (strongly disagree) to 6 (strongly agree), based on how you personally experience the team right now—not how you wish it were or how it used to be.

Name (optional) _____

Team _____

Date _____

CLUSTER A THE SIX PRINCIPLES IN ACTION

	DISAGREE	AGREE
1 I trust in my own knowledge, skills, and abilities to contribute to this team.	(1) (2) (3) (4) (5) (6)	
2 I know how my unique strengths make a difference to what we accomplish together.	(1) (2) (3) (4) (5) (6)	
3 Our team creates real opportunities to succeed together before the stakes are high.	(1) (2) (3) (4) (5) (6)	
4 Our team examines examples of similar teams that have excelled to gain insight and inspiration.	(1) (2) (3) (4) (5) (6)	
5 I grow as a professional because we learn, train, and reflect together as a team.	(1) (2) (3) (4) (5) (6)	
6 Leadership on our team shifts to whoever has the most to offer in the moment.	(1) (2) (3) (4) (5) (6)	

Cluster A total of 36

CLUSTER B OVERALL CONFIDENCE

7 I genuinely believe this team can achieve our most ambitious goals together.	(1) (2) (3) (4) (5) (6)
8 When challenges arise, I feel confident that we will emerge stronger as a team.	(1) (2) (3) (4) (5) (6)

Cluster B total of 12

CLUSTER C GROUP PROCESS

9 Information flows freely on our team—people speak up, share concerns, and raise different points of view.	(1) (2) (3) (4) (5) (6)
10 Our team has clear ways of working—how we communicate, make decisions, resolve conflict, and recognize contributions.	(1) (2) (3) (4) (5) (6)

Cluster C total of 12

SCORING

ADD YOUR THREE CLUSTER TOTALS

Every number here is reproducible by hand. Add the three cluster totals together for your Collective Confidence Index, then read each cluster against its own band.

Collective Confidence Index of 60

INDEX	WHAT IT INDICATES
10–25	Low Performance Likelihood
26–42	Emerging Performance Likelihood
43–60	Strong Performance Likelihood

CLUSTER A — FOUNDATIONS

6–14	Foundations are fragile
15–24	Foundations are building
25–36	Foundations are strong

CLUSTER B — CONFIDENCE

2–5	Confidence is low
6–9	Confidence is conditional
10–12	Confidence is strong

CLUSTER C — ENGINE

2–5	The engine is stalling
6–9	The engine is inconsistent
10–12	The engine is running

NOW HAVE THE CONVERSATION

The point of measuring is not the number. It is the conversation the number starts. Have everyone complete a sheet on their own first, then compare.

The spread is the finding. Where people disagree most about the same team is where the real work is — more so than any single low score. Give it twenty minutes of honest conversation.

Pick **one** cluster to work on for the next ninety days, then run this again and see which direction it moved.