

# The Tuckman Detector

*Read through the descriptions below.*

- Put an **A** next to 5 items that you observe most accurately describe the team.
- Put a **B** next to 5 items that you observe least accurately describe the team.

- \_\_\_\_\_ 1. We got past struggling and wasting time on what to do.
- \_\_\_\_\_ 2. Not sure how to participate, I looked to see what others are were willing to say and do.
- \_\_\_\_\_ 3. Everyone in this team contributed to its productive work.
- \_\_\_\_\_ 4. There was some unnecessary arguing over minor details.
- \_\_\_\_\_ 5. A lot of time was spent figuring out who was going to do what.
- \_\_\_\_\_ 6. We kept our focus on achieving our purpose as a team.
- \_\_\_\_\_ 7. The team developed its own set of informal rules.
- \_\_\_\_\_ 8. Our team split into factions and was polarized.
- \_\_\_\_\_ 9. I believe we came to trust one another.
- \_\_\_\_\_ 10. Some members didn't seem to get involved in the team activity.
- \_\_\_\_\_ 11. Everyone looked to the leader to tell them what to do.
- \_\_\_\_\_ 12. Some people withdrew rather than being willing to speak up.
- \_\_\_\_\_ 13. Throughout the activity, we were still trying to figure out how to complete our task.
- \_\_\_\_\_ 14. We had fun while staying on target.
- \_\_\_\_\_ 15. Members were not afraid to be open and frank with each other.
- \_\_\_\_\_ 16. We functioned very productively.
- \_\_\_\_\_ 17. We were able to agree on who was going to do what.
- \_\_\_\_\_ 18. The big question in our team was: "Who's in charge?"
- \_\_\_\_\_ 19. A lot of what was said here was not productive for our purpose.
- \_\_\_\_\_ 20. We worked well together as a team, even without talking about it.

# Tuckman's Group Detector Scoring

For each number, circle your A or B response below. Add the circled scores to obtain a total and discover your team's current operational stage.

<b>Item 1.</b> A=3 B=2	<b>Item 8.</b> A=2 B=3	<b>Item 15.</b> A=3 B=2
<b>Item 2.</b> A=1 B=4	<b>Item 9.</b> A=3 B=2	<b>Item 16.</b> A=4 B=1
<b>Item 3.</b> A=4 B=1	<b>Item 10.</b> A=1 B=4	<b>Item 17.</b> A=3 B=2
<b>Item 4.</b> A=2 B=3	<b>Item 11.</b> A=1 B=4	<b>Item 18.</b> A=2 B=3
<b>Item 5.</b> A=1 B=4	<b>Item 12.</b> A=2 B=3	<b>Item 19.</b> A=2 B=3
<b>Item 6.</b> A=4 B=1	<b>Item 13.</b> A=1 B=4	<b>Item 20.</b> A=4 B=1
<b>Item 7.</b> A=3 B=2	<b>Item 14.</b> A=4 B=1	<b>SUM=</b> _____

