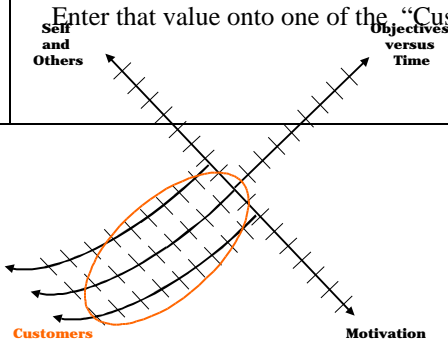
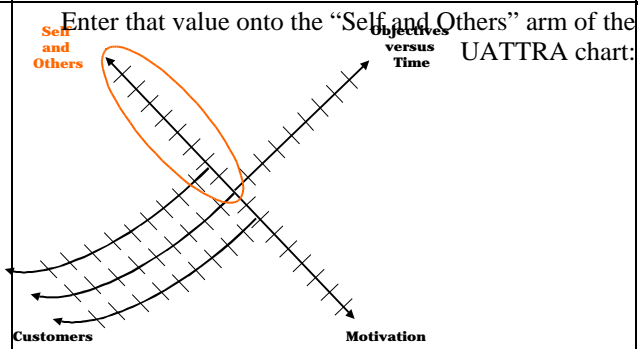


Customer (_____)		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
<i>Complete for each "customer" of the team. Check and chart our understanding of how our team's deliverables will meet each customer's needs. Assess and separately chart each served persona.</i>						
1.	The team knows how this customer will benefit from our outputs.					
2.	The team knows how specific goals of this customer will be aided by our team's outputs.					
3.	The team has discussed the primary goals of this customer as they relate to our team's work.					
4.	The team has prepared a specific persona for this customer.					
5.	The team understands the persona for this customer.					
6.	The team's understanding of this customer is based on direct, observational research.					
7.	The team refers to the customer persona by name during our team interactions.					
8.	The team has discussed scenarios in which this customer will leverage our team's outputs.					
9.	The team's goals include measures of how our deliverables will benefit this customer.					
10.	The team understands the consequences to this customer if our objectives are not achieved.					
Add the number of checks in each column:						
Multiply by this number:		-2	-1	0	1	2
Result:						
Add together the Result products of all columns :						
Enter that value onto one of the "Customer" arms of the UATTRA chart:						



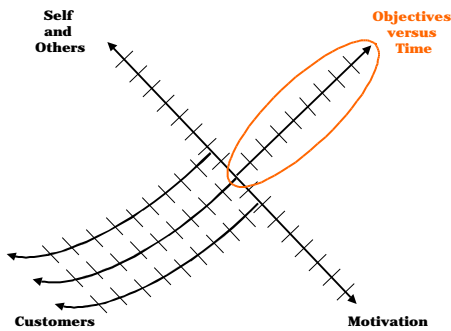
if less than 0, enter 0.

Opt-in		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
<i>Look inward and outward along the “Self and Others” dimension. Score our own and others’ preparedness for team participation. Plot our perspective on the UATTRA Chart .</i>						
11.	I want to join this team.					
12.	I know my role on this team.					
13.	I know what deliverables are expected of me.					
14.	I have all the skills and knowledge necessary to complete my contribution.					
15.	I understand the role and expected contribution of each team member.					
16.	Everyone on the team understands my role and expected contribution.					
17.	As a group, the team discussed everyone’s roles and expectations.					
18.	Team members have agreed to follow norms or operating guidelines for group interactions.					
19.	A role for a leader of the team is agreed upon.					
20.	I know who the customers are for this team’s effort.					
Add the number of checks in each column:						
Multiply by this number:		-2	-1	0	1	2
Result:						
Add together the Result products of all columns :						
Enter that value onto the “Self and Others” arm of the UATTRA chart:						



if less than 0, enter 0.

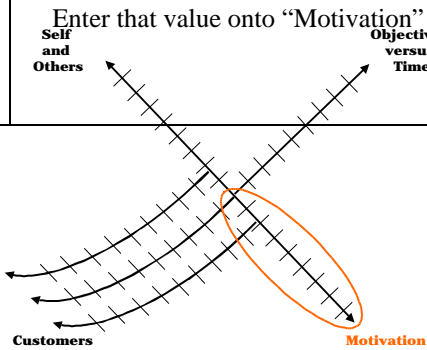
Buy-in						
<i>What do I think about the team's plan to achieve its objectives in the given timeframe? Score and chart our perspective on the team's "Objectives Versus Time" dimension.</i>		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
21.	Everyone on the team understands the objectives.					
22.	The team understands the steps and the process that will be followed to accomplish its goals.					
23.	The team can achieve its objectives in the time allotted.					
24.	The goals of the company are aligned with the team's objectives.					
25.	The team's objectives address its customer(s) needs.					
26.	The team has the correct action plan to accomplish its objectives in the planned timeframe.					
27.	The time scheduled for the team's work is sufficient to accomplish its objectives.					



28.	The team has agreed to the scope and timeframe for its deliverables.					
29.	The team has a plan to regularly review its progress towards the objectives.					
30.	I have the resources necessary to complete my contribution to the team.					
	Add the number of checks in each column:					
	Multiply by this number:	-2	-1	0	1	2
	Result:					
	Add together the resulting products of all columns :					
	Enter that value onto "Objectives versus Time" arm of the UATTRA chart:					

if less than 0, enter 0.

Jump-in		Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
<p><i>WIIFM? (What's In It For Me?). Or for us? Are we ready to give "all we've got" to the team's effort? Evaluate and chart our position along the "Motivation" dimension to gauge our commitment.</i></p>						
31.	The results of our team's work are important to the company.					
32.	The team will be rewarded for its accomplishments.					
33.	Management has confirmed the importance of our team's contribution.					
34.	I believe that I will be recognized for being on this team.					
35.	I believe that my contribution to this team's effort is relevant to my own work.					
36.	Our team has discussed our individual knowledge, skills, and abilities as relevant to our goals.					
37.	I believe that being on this team is important for my career goals.					
38.	Our team knows how its results will be evaluated.					
39.	I will learn important skills or knowledge from contributing to this team.					
40.	Our team has a plan to celebrate its accomplishments.					
Add the number of checks in each column:						
Multiply by this number:		-2	-1	0	1	2
Result:						
Add together the resulting products of all columns :						
Enter that value onto "Motivation" arm of the UATTRA chart:						

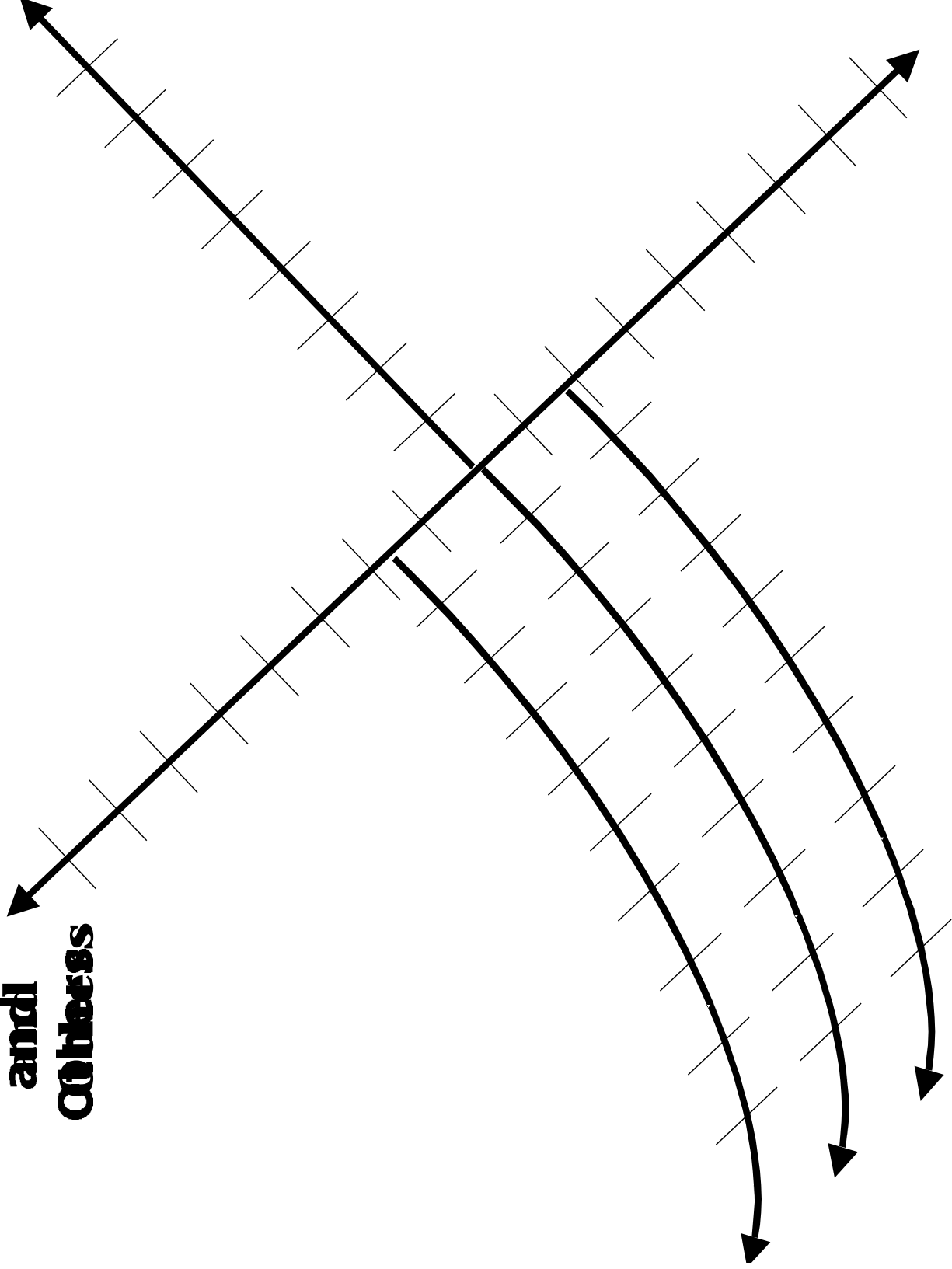


if less than 0, enter 0.

UANTTRAA (UpAnd/DoTimeRghhAArww)

**Staff
and
Business**

**Objective
versus
Time**



Customers

Motivation