

## Truth-Telling Survey

This tool serves as a strategy for reviewing, refining, and recommitting to a team's norms or working agreements. It provides a structured opportunity for individual voices to be heard. Depending on the level of trust within the team, the tool can be administered either transparently or anonymously. Its true value lies in the team's collective reflection on the results, offering insight into both individual and team commitment to the current agreements. Note that the statements in the Statements About Working Agreements column are sample statements only and represent the attributes of high-performing teams. Teams are encouraged to customize them based on what they wish to assess, aligning the language with their specific goals and intentions.

Statements About Working Agreements	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Our team plans and manages meetings to ensure effective use of time.					
Our team spends the majority of our time working on proactive rather than reactive issues.					
Our team uses agreed-on processes for working together.					
Our team uses agreed-on processes for making decisions.					
Our team makes sound and timely decisions.					
Our team members communicate with one another openly and directly.					
Our team members are good at safeguarding confidential information.					
Our team takes the time to learn from what is working and what is not.					