MWI

Relational Needs Team Assessment

Your Team Context(s): Which team(s) do you lead?

☐ Fully in-person/on campus ☐ Fully remote ☐ Hybrid ☐ Multiple team types

Assess Your Team(s): Rate each statement with the following scale:

1 = Rarely true 2 = Sometimes true 3 = Usually true 4 = Consistently true

Appreciation: Do people know that their contributions are noticed, valued, and connected to the larger work?

Statement	Rating
Good work is recognized regularly.	
Recognition reaches remote and campus employees equally.	
Contributions are visible across locations.	
Employees feel their efforts matter.	
Successes are celebrated.	
Total	

Affiliation: Do people feel connected and like they belong?

Statement	Rating
Team members have meaningful relationships with one another.	
New employees are integrated effectively into the team.	
People feel connected regardless of location	
Remote employees are not isolated from the rest of the team.	
Team members know one another beyond their job titles.	
Total	

Autonomy: Do people feel trusted?

Statement	Rating
Employees have flexibility in how they accomplish work	
Expectations are clear without excessive oversight.	
Team members can make decisions appropriate to their role.	
Performance discussions focus on outcomes rather than activity.	
Employees feel trusted.	
Total	

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Role: Do people understand how they contribute?

Statement	Rating
Team members understand priorities.	
Roles and responsibilities are clear.	
Decision-making authority is understood.	
People understand how their work contributes to larger goals.	
Cross-functional responsibilities are clear.	
Total	

Status: Do people feel respected, included, and influential?

Statement	Rating
Remote employees have equal voice in discussions.	
Opportunities are distributed fairly.	
Team members feel heard regardless of location.	
Important information is shared broadly.	
Employees have influence appropriate to their expertise.	
Total	

Step 3: Identify Your Biggest Opportunity: Which area scored the lowest?

☐ Affiliation ☐ Autonomy ☐ Appreciation ☐ Role ☐ Status

What evidence tells me this is a challenge?

Who is most affected?

What happens if nothing is done?