



# HIGH-PERFORMING: UBT SELF-ASSESSMENT



## PURPOSE:

This tool helps you evaluate your UBT based on proven behaviors of high-functioning UBT teams.

## When to Use

Use this tool when you feel your UBTC is ready for greater challenges OR when you feel they are getting held up by a barrier or internal issues.

## Who Uses

Co-leads.

## How to Use

Evaluate your team against the following criteria to determine how close it is to becoming a high performer.

Use a scale of 1 (not at all) to 5 (fully demonstrating)

Consider choosing two to three areas to work on that will have the most impact on the growth of your UBTC. These may be your lowest scores or the areas your UBT deems most relevant given goals or priorities at this time.



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## HIGH-PERFORMING UBTS DO THE FOLLOWING.

### HOW WELL DOES OUR UBT DO THEM (SCALE OF 1-5)?

Focus on core operational and business issues that are in alignment with UMMH and department/unit priorities and strategies and lead to performance improvement.	
Develop and put in place success measures and strive for achievement of results.	
Exhibit high levels of trust, engagement, and morale.	
Know where your UBT is on the Path to Performance Levels 1-5 developmental continuum and understand what it takes to move to the next level.	
Engage all UBTC members in decision making and performance improvement.	
Use a high-functioning system of communication.	
Demonstrate awareness and understanding of the co-leaders' role to facilitate and mentor the team and its individual members.	
Understand individual and team UBT roles and responsibilities, and how to achieve sustainability and engage in successful practices.	
Understand and use data to drive results.	
Come to quick resolution of workplace issues.	
Exhibit a culture that enables the UBT and its members to respond to changes quickly.	
Model personal ownership and commitment to UBT success.	