

TEAMWISER | QUESTIONNAIRE

MEASURING IMPACT: EVALUATING TEAM PROGRESS BEFORE AND AFTER EACH MODULE

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WHY EVALUATE?

We are firm believers in documenting and mapping a process. It can be hard to see what changes take place in a team whenever there is an intervention. And, further, when intervening in such an intangible medium as the inner life and culture of a team and company, having a way to capture insights can help provide more objective evidence of what changes did take place.

These two questionnaires are designed to give you and your team a snapshot of the state of things before you begin the Module and to reflect on and capture what changed in the process of completing it.

Further benefits of evaluation are:

- Everyone on the team gets the chance to reflect on the topic before diving into the content of the Module. This helps to get everyone on board with the exercise because they have had a chance to think through the reasons why the intervention could be helpful to them.
- Everyone takes a little time to reflect on what happened from doing the exercises in the Modules while the experience is still fresh. This, in turn, helps land the importance of the exercise to the development of the team.
- Know if the course is working for you! See the concrete results and a return on investment.
- Not everyone will have the same outcomes. It is helpful to see the whole gamut of experience.
- Feedback on what worked and what didn't.

The before and after questionnaires are the same for every Module, with four simple questions to answer for each. Feel free to make up your own questions or go with ours.

The questions are also designed to help you and your team reflect on implications, next steps, and other aspects of your work related to each topic.

We wish you all the best!

BEFORE THE MODULE

Think about the theme of the Module you are about to begin. What is your view or assessment of the current state of this topic in your team or company?

What do you think needs to change?

What do you think is already working well?

How has the current state of this theme in your team or company impacted you personally?

THANK YOU!

AFTER THE MODULE

What is your view or assessment of the state of this theme in your team or company after working through this Module?

What, specifically, has changed for you?

What do you observe has changed for the team?

What do you want to see happen next, after all that you learned and experienced?