



## Extreme Team Makeover Score Card

Rate the following Team Advancing Components on a scale of 1-5 with 5 being high

	<b>Team Leader</b>	<b>Rating (1 – 5)</b>
1.	Team leader has clearly defined goals including: Core Values, Purpose, BHAG and Hedge Hog Concept identified and all team players know these well.	
2.	Team leader is consistent in executing disciplines and delegating clearly.	
3.	Team leader has a CEO mindset and runs team like a business.	
<b>Rank</b> _____		<b>Total</b> _____

<b>Team Leader:</b>	
<u>Score</u>	<u>Rank</u>
13 - 15	Excellent condition – no makeover needed
10 - 20	Good condition – only miner touch ups needed
6 - 9	Fair condition – major makeover required
3 - 5	Poor condition – extreme makeover needed

	<b>People on the Bus (Team Players)</b>	<b>Rating (1 – 5)</b>
1.	The right people are in the right position based on their skill, experience, behavior to match the position.	
2.	The players are on the team based on their qualifications rather than their relationship to the team leader or other players.	
3.	The team players are not partners and are paid well and fair but not too much.	
<b>Rank</b> _____		<b>Total</b> _____

<b>Team Players:</b>	
<u>Score</u>	<u>Rank</u>
13 - 15	Excellent condition – no makeover needed
10 - 20	Good condition – only miner touch ups needed
6 - 9	Fair condition – major makeover required

Extreme Team Makeover Score Card (cont'd)

3 - 5	Poor condition – extreme makeover needed
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	<b>Communication</b>	<b>Rating (1 – 5)</b>
1.	The team communicates well with very little or no conflict.	
2.	The team understands each other’s communication do’s / don’t based on behavior.	
3.	Delegation from Team Leader to Player(s) is clear, concise and players understand urgency. Deadlines rarely missed.	
	<b>Rank</b> _____	<b>Total</b> _____

<b>Communication:</b>	
<u>Score</u>	<u>Rank</u>
13 - 15	Excellent condition – no makeover needed
10 - 20	Good condition – only miner touch ups needed
6 - 9	Fair condition – major makeover required
3 - 5	Poor condition – extreme makeover needed

	<b>Roles / Responsibilities</b>	<b>Rating (1 – 5)</b>
1.	Each team player has clearly defined roles / responsibilities.	
2.	Each team player has a job description.	
3.	Each team player is performing to their role / responsibility in at least a fully successful level.	
	<b>Rank</b> _____	<b>Total</b> _____

<b>Roles / Responsibilities:</b>	
<u>Score</u>	<u>Rank</u>
13 - 15	Excellent condition – no makeover needed
10 - 20	Good condition – only miner touch ups needed
6 - 9	Fair condition – major makeover required
3 - 5	Poor condition – extreme makeover needed

	<b>Specific Goals / Plans</b>	<b>Rating (1 – 5)</b>
1.	Each team player has a portion of the overall team goal assigned to them.	
2.	There is accountability in place for each team player in the achievement of their goals.	
3.	A reporting and measuring process is in place, including annual performance reviews.	
<b>Rank</b> _____		<b>Total</b> _____

<b>Specific Goals / Plans:</b>	
<b>Score</b>	<b>Rank</b>
13 - 15	Excellent condition – no makeover needed
10 - 20	Good condition – only miner touch ups needed
6 - 9	Fair condition – major makeover required
3 - 5	Poor condition – extreme makeover needed

	<b>Execution of the Fundamentals</b>	<b>Rating (1 – 5)</b>
1.	As a whole the team prospects daily and tracks productivity with an understanding of their conversion ratios.	
2.	The team practices sound time management disciplines – controls clients and utilizes a contact management system to manage leads and time.	
3.	The team has a well defined sales process that they follow on both the buy and list sides.	
<b>Rank</b> _____		<b>Total</b> _____

<b>Execution of the Fundamentals:</b>	
<b>Score</b>	<b>Rank</b>
13 - 15	Excellent condition – no makeover needed
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3 - 5	Poor condition – extreme makeover needed

	<b>Systemized Process</b>	<b>Rating (1 – 5)</b>
1.	A system is in place to properly process listings and all sale pending transactions.	
2.	Lead generation systems are in place to drive and capture leads to the team.	
3.	A database lead management system is in place, all team players use it and all leads are managed. A past client follow up process is in place for a minimum 3x year personal touch.	
<b>Rank</b> _____		<b>Total</b> _____

<b>Systemized Process:</b>	
<u>Score</u>	<u>Rank</u>
13 - 15	Excellent condition – no makeover needed
10 - 20	Good condition – only minor touch ups needed
6 - 9	Fair condition – major makeover required
3 - 5	Poor condition – extreme makeover needed

<b>Overall Score/Rank:</b>	
<u>Score</u>	<u>Rank</u>
91 - 105	Excellent condition
70 - 90	Good condition
42 - 69	Fair condition
21 - 41	Poor condition

Your team overall score / rank: \_\_\_\_\_

Makeover areas:

\_\_\_\_\_

Game plan to improve:

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