

# Team Evaluation

By: D Barndt

VALUES	TEAMWORK	COMPETITION
<b>WELL-BEING</b> 4 3 2 1 <b>Mental - Physical</b> Achieves balance and harmony through healthy diet, activity, rest, leisure and helping others. Makes good moral decisions that strengthens well-being.	<b>PREPARATION</b> 4 3 2 1 <b>Work Ethic - Skills</b> Improves in off-season. Prepares to win by chasing perfection. Works efficiently and very hard at skills, conditioning and game planning. Builds unshakable confidence.	<b>CONFIDENCE</b> 4 3 2 1 <b>Self-Belief - Poise</b> Believes in oneself. Shows poise and composure under pressure. Rises to the occasion and makes big plays. Confidence rubs off on teammates.
<b>RESPONSIBILITY</b> 4 3 2 1 <b>Accountable - Reliable</b> Prompt, reliable and disciplined. Does not make excuses. Makes team members accountable to each other and subscribes to collective responsibility.	<b>COMMITMENT</b> 4 3 2 1 <b>Ambition - Goals</b> Self-driven and ambitious with high expectations. Commitment level is "all in". Dedicated to achieving personal goals, team goals and goals of teammates.	<b>FOCUS</b> 4 3 2 1 <b>Concentration - Vision</b> Ability to concentrate on achieving a specific task. Avoids all distractions and remains focused on expectations, goals and vision of the team.
<b>EDUCATION</b> 4 3 2 1 <b>Knowledge - Academics</b> A life-long learner that seeks knowledge. Prepares for future through academic achievement and growth. Observant, curious, reflective and good at listening.	<b>APPLICATION</b> 4 3 2 1 <b>Coachable - Mentorship</b> Open to different methods of teaching. Detailed oriented. Takes risks, makes mistakes and applies learning to improve. Shares skills, knowledge and experience.	<b>INTELLIGENCE</b> 4 3 2 1 <b>Alertness - Adaptable</b> Knows score, time and situation. Adapts to the game and makes adjustments to control tempo and create advantages. Plays smart and out-thinks opponents.
<b>COMMUNICATION</b> 4 3 2 1 <b>Honesty - Transparency</b> Shares ideas, respects differing views and keeps team issues in-house. Shows positive body language. Communicates everything with honesty and transparency.	<b>PASSION</b> 4 3 2 1 <b>Enthusiasm - Spirit</b> Brings intensity, fun, pride, praise, passion and a love for the sport. Encourages teammates to believe in themselves and in each other. Spirit is contagious	<b>EFFORT</b> 4 3 2 1 <b>Hard Work - Courage</b> Plays hard and without fear. Pushes outside the comfort zone and outworks the opposition. Inspires others by unlocking potential through hard work.
<b>CHARACTER</b> 4 3 2 1 <b>Integrity - Honor</b> Follows team rules, current policies and laws. Shows professionalism and good sportsmanship. Cares for other people and stands up for what is right.	<b>TOUGHNESS</b> 4 3 2 1 <b>Attitude - Perseverance</b> Mentally and physically tough. Fights hard, especially during tough times. Finds solutions to problems and uses setbacks as opportunities to get stronger.	<b>DETERMINATION</b> 4 3 2 1 <b>Inner Strength - Desire</b> Thrives on challenges and competition. Cultivates inner strength from a desire to achieve goals and to be the best. Never gives up and finds a way to win.
<b>TRUST</b> 4 3 2 1 <b>Loyalty - Friendship</b> Forms meaningful and respectful relationships over time. Has faith in the program and believes in the process. Actively works to build team loyalty and trust.	<b>SELFLESSNESS</b> 4 3 2 1 <b>Sacrifice - Continuity</b> Promotes a team-first culture and avoids selfish mistakes. Sacrifices personal success for team success. Generates continuity by playing for each other.	<b>EXECUTION</b> 4 3 2 1 <b>Role - Consistency</b> Excels in assigned role. Values team execution over individual execution. Achieves consistent play and synergy when all roles are executed perfectly.

**4 = Excellent**  
100% occurs

**3 = Very Good**  
Mostly occurs

**2 = Average**  
Over 50% occurs

**1 = Unsatisfactory**  
Under 50% occurs

## Team Evaluation:

The Team Evaluation framework is designed to define, organize and measure the essential characteristics for team success. The eighteen components are grouped into three domains: **VALUES**, **TEAMWORK** and **COMPETITION**. Additionally, each component is aligned horizontally to provide further insight and correlation between each area.

**Who should take it?** All team members! Players can evaluate themselves, everyone can evaluate the team, players can evaluate team leaders or leaders can evaluate individual players.

**When is the best time?** Ideally, it is best to perform the evaluation three times so you can measure growth; before season, during season and end of season.

**How it works?** Distribute, rate and discuss.

**Why it works?** It establishes transparency, provides a framework for team success, identifies areas for improvement and creates benchmarks for growth. Most important, it gives ALL team members a voice.

**Rating Criteria:** Circle 4,3,2,1 based on how well each component is utilized. Be honest!

<b>4 = Excellent</b>	100% of the component occurs.	(Considered a strength)
<b>3 = Very Good</b>	Mostly occurs but not entirely.	(Make minor improvements)
<b>2 = Average</b>	Over 50% of component occurs.	(Modifications are necessary)
<b>1 = Unsatisfactory</b>	Under 50% of component occurs.	(Restructuring is necessary)

Notes:

The **Team Evaluation** framework is the property of Darren Barndt.  
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## **Profile: Darren Barndt**

Administrator at Lake Forest High School, Lake Forest, IL  
Former high school basketball coach: 18 years

Master's in Educational Leadership & Organizational Change, Roosevelt University, 2007  
Bachelor's in History Education, Southern Illinois University at Carbondale, 1993  
Founder "847 Hoops", 501(c)3 non-profit, free basketball camp for Chicago youth

## **Team Evaluation**

I coached high school basketball for eighteen years and I always believed one of the biggest challenges was determining which components of teamwork needed the most work. And, as any experienced leader would agree, you need honest information from team members regarding those components so you can properly guide the team in a direction that brings success.

To my knowledge, a system to define, measure and identify areas to improve teamwork simply did not exist. So, I created one. The Team Evaluation framework is a powerful tool because it eliminates assumptions, explains the essential components for team success and measures the components so teams can identify areas for improvement and determine growth. This gives leaders a deeper and broader understanding of their team so they can create solutions that will maximize the teams collective potential.

A recent example of addressing a component successfully was when John Calipari redefined roles for his 2018 Kentucky team. Midway through the season, he went back to the drawing board and started to assign and re-assign roles for everyone on the team. When Coach Calipari discussed this change he mentioned that, "ALL players had to redefine their role". This clearly falls into the **execution** component as it describes how synergy is achieved when ALL roles are executed perfectly. As a result of this move, Kentucky began to roll because they were executing their roles successfully.

For less experienced coaches, it can be more difficult to correctly determine the areas that need the most focus. For example, several years ago we had an average season considering the talent level of the team. And, during the season we decided that our team simply lacked **toughness**. Moreover, when the season was over we concluded that, "ya, it wasn't a very tough group". Well, that conclusion was a complete failure on my part. First, it should have been identified early on and secondly, we should have been working on **toughness** somehow every day. Furthermore, this same group was weak at defending ball screens. Since the players as a group lacked toughness, they passively defended ball screens.. Instead, if we could have identified **toughness** as an area to improve early on, make it a goal and incorporate toughness into how we teach defending balls screens, the success rate would have increased exponentially in many of the domains.

Sometimes issues are not easily identified or they may go unnoticed. This is typically how talented teams underachieve or how good teams don't reach their potential. If the **team**

**evaluation** is performed honestly, it will keep everyone accountable, provide insight to player thoughts, expose areas for improvement and provide a framework to define and measure your growth as a team. You might be shocked by the results, or it might confirm some of your assumptions. Either way, it is a beneficial tool when it is performed with honesty throughout the course of a season.

We were pleasantly surprised to learn how much players appreciated this tool. First, it gives everyone a voice. Secondly, it defines the expectations for teamwork. Lastly, the evaluation is not about talent. Players appreciate a process that values components that make a successful team, a successful business and eventually empower their own life in the future.

