

Rockefeller University Clinical Scholars Team Science Leadership Self-Assessment Survey

1. Current and Past Team Experience

- How many different teams do you participate in or lead?
- What are your positive and negative reflections on your experience as a member of a medical care team during your medical training?
- Have you ever received training in team leadership?
- How do you tailor your leadership style when leading a basic science team vs a clinical research team vs a team that includes industry members?
- How do you see yourself as a leader in your current role?

2. Developing and Articulating a Vision

- Do you have a clear vision for your team, and if so, how do you articulate it and engage team members in sharing your vision? Did you engage team members in developing or refining the vision?
- How do you make certain everyone on your team understands the goals and desired outcomes?

3. Delegation of Tasks and Oversight of Team Members

- Under what circumstances do you delegate authority to team members? How do you maintain quality control over the tasks that you delegate?
- How do you determine the degree of independence granted to individual team members?
- How do you make certain that the person you delegate a task too feels able to accomplish the task?
- Under what circumstances do you share team leadership and how do you signal that to other team members?

4. Decision-Making

- Which methods of communication do you use (e.g., phone, email, text, in person, group meetings) and how do you decide which method to use?
- How do you solicit advice from more senior people who are either on your team or who you know and respect?
- How do you resolve intra-team conflict?

5. Leader Role Modeling

- How do you demonstrate that you take ultimate responsibility for all actions of the team?
- How do you insure that you are recognizing the contributions of team members equitably?
- How do you mentor team members in developing their leadership skills?
- What do you do to establish trust among team members and demonstrate your own accountability?

- How do you consult with other team members before making decisions and do you share your thought process with other team members?
- How do you support your team members?
- How do you solicit feedback from your team members, or others, on your leadership?
- How do you lead collaborations between your team and other teams?

6. Self Reflection

- What do you enjoy the most about leading your team?
- What do you do well as leader?
- How do you think you could improve as a leader?