



TOOL

UBT Behaviors Assessment

PURPOSE

This tool provides a list of highly effective teams and department leadership behaviors along a continuum.

When to Use

Use this tool when starting a UBT or when reviewing your team's behaviors.

Who Uses

Co-leads.

How to Use

Review the list of behaviors and identify your leadership behaviors on the continuum.

Traditional	Transformative
Decide.	Facilitate decision making.
Direct.	Guide.
Paint the vision.	Facilitate a clear joint vision.
Emphasize correction.	Emphasize prevention (through creating effective structures, processes, and relationships).
Manage problem solving.	Coach problem solvers.
Manage projects.	Sponsor improvement projects.
Make sure the right people are in the meeting.	Influence co-leads to engage the right people.
Get resources for the team.	Get resources for the team.
Maintain responsibility for the team's results.	Maintain responsibility for the team's results and development.
Manage conflict among team members.	Manage conflict among co-leads; coach and develop co-leads to manage conflict among team members.