



LETI TEAM HEALTH SURVEY



"In a world where everyone has content, advice isn't enough. The future of leadership is built in conversations that actually change behavior."





LETI TEAM HEALTH SURVEY

Welcome to the Leti Team Health Check. Think of this as your team's X-ray - it shows what's strong, what's fractured, and what needs immediate attention. Strong teams know where they stand, and the smartest ones act before small issues turn into big messes.

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).

At the end of each section, total your points to calculate the category score.

CLARITY & DIRECTION

#	STATEMENT	1	2	3	4	5
1.	Our team has a clear purpose that actually drives our work.					
2.	We know exactly how success will be measured - no fluff.					
3.	We're aligned on what matters most right now.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12-15, Yellow = 8-11, Red = 3-7

ROLES & TALENT

#	STATEMENT	1	2	3	4	5
1.	Everyone knows their role — no guessing games.					
2.	We've got the right mix of skills to get the job done.					
3.	Team members know what's expected and own it.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12-15, Yellow = 8-11, Red = 3-7

NORMS & ACCOUNTABILITY

#	STATEMENT	1	2	3	4	5
1.	We've set clear standards for how we work together.					
2.	People follow through on their commitments — excuses don't fly.					
3.	We call each other out, but in a constructive way.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12-15, Yellow = 8-11, Red = 3-7





TRUST & PSYCHOLOGICAL SAFETY

#	STATEMENT	1	2	3	4	5
1.	People feel safe speaking up, even when it's uncomfortable.					
2.	Mistakes are treated as learning, not ammunition.					
3.	Every voice gets a shot at being heard — no matter the title.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12–15, Yellow = 8–11, Red = 3–7

RESPECT & RECOGNITION

#	STATEMENT	1	2	3	4	5
1.	Team members treat each other with respect, period.					
2.	Contributions are acknowledged, not swept under the rug.					
3.	Recognition is fair — no favorites, no blind spots.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12–15, Yellow = 8–11, Red = 3–7

RESOURCES & SUPPORT

#	STATEMENT	1	2	3	4	5
1.	We have the tools and resources to actually succeed.					
2.	There's enough time to do quality work — not just scramble.					
3.	Leadership backs us up when we need it.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12–15, Yellow = 8–11, Red = 3–7

ENERGY & WELL-BEING

#	STATEMENT	1	2	3	4	5
1.	People bring energy and engagement to the work					
2.	We push hard, but we also recover — we're not machines.					
3.	The team actively supports one another's well-being. Burnout signs aren't ignored — they're addressed head-on.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12–15, Yellow = 8–11, Red = 3–7





RESULTS & IMPACT

#	STATEMENT	1	2	3	4	5
1.	We consistently meet — and often beat — expectations.					
2.	Our work delivers real value to the organization.					
3.	What we do here matters in the long run.					
	Category Subtotal					

Score Cutoffs for this Category: Green = 12–15, Yellow = 8–11, Red = 3–7





INTERPRETING YOUR SCORES

Use your subtotal for each category to see whether it falls into the Green, Yellow, or Red zone. Each color shows why your team may be in that zone and what you can do about it.

CLARITY & DIRECTION

GREEN	Everyone gets the team's purpose and goals. Keep hammering them home with updates and recognition.
--------------	--

YELLOW	Some alignment exists, but priorities get fuzzy. Revisit and sharpen goals together.
---------------	--

RED	No clarity = chaos. Reset mission, measures, and priorities now.
------------	--

ROLES & TALENT

GREEN	Roles and skills line up. Keep building strengths and filling future gaps.
--------------	--

YELLOW	Some role confusion or missing skills. Audit responsibilities and set clear expectations.
---------------	---

RED	Critical gaps or vague roles are sinking performance. Redesign and invest in missing talent.
------------	--

NORMS & ACCOUNTABILITY

GREEN	Standards are clear, and people deliver. Sustain this accountability muscle.
--------------	--

YELLOW	Expectations are there but inconsistently applied. Revisit agreements and tighten accountability.
---------------	---

RED	Without norms, things slide. Reset expectations and enforce real follow-through.
------------	--

TRUST & PSYCHOLOGICAL SAFETY

GREEN	People speak up, even when it's tough. Protect this with recognition and candor.
--------------	--

YELLOW	Some things go unsaid. Model vulnerability and invite the harder conversations.
---------------	---

RED	Fear shuts people down. Make psychological safety the top priority - encourage input and reward honesty.
------------	--





RESPECT & RECOGNITION

GREEN	Respect and recognition show up daily. Celebrate contributions loud and clear.
YELLOW	Recognition is patchy. Build consistent ways to acknowledge everyone.
RED	Disrespect kills morale. Call it out fast and set new standards.

RESOURCES & SUPPORT

GREEN	The team has what it needs. Keep leadership plugged in to sustain support.
YELLOW	Resources are stretched thin. Spot bottlenecks and negotiate priorities.
RED	Missing resources block progress. Escalate and push leadership to step up.

ENERGY & WELL-BEING

GREEN	The team is energized and resilient. Keep balancing effort with recovery.
YELLOW	Energy comes and goes. Monitor stress and add recovery practices.
RED	Burnout is real. Cut workload, fix toxic practices, and act now.

RESULTS & IMPACT

GREEN	The team delivers consistently. Celebrate and keep building momentum.
YELLOW	Results are uneven. Zero in on a few big wins to build credibility.
RED	The team is missing the mark. Reset deliverables, add accountability, and rebuild trust.

WHAT YOUR RESULTS MEAN FOR YOU

If your team scored in the Yellow or Red zones, that's your wake-up call. Misalignment, stress, and drift don't fix themselves - they get louder, messier, and more expensive.

At The Leti Company, we turn those warning signals into fuel. We help teams cut through the noise, reset their focus, and get back to performing like it matters.

