

Deciding on the kind of team you want to lead and then taking the steps to move in that direction will change the future of the team and your future as a leader. The framework of Commitment and Compliance gives us a way to organize some of those choices and move in the direction we consider most successful for us, for the business, and for the team.

	Compliance	Commitment
Change	Sporadic	Sustainable
Time	Fires	Future
Focus	Instructions	Capability
Legacy	Followers	Leaders
Agility	Slow	Rapid

Do you want a compliant team or a committed team, and more importantly, why is it important to you? Why is it important to the work that you do?

Current Team Assessment

Rate your team’s level of compliance or commitment using the scales described below. Total your rates at the end to see if your team is compliant or committed.

Change: How does change happen in my organization?		
Rate your team on a scale of 1 to 5 . 1 being change is occasional and sporadic, and 5 being change is long-term and sustainable.		
Time: How do we spend our time?		
Rate how you spend your time on a scale of 1 to 5 . 1 meaning you’re constantly putting out fires and solving problems, and 5 meaning you’re thinking about the future and opportunities.		
Focus: What is the center of our attention?		
Rate your focus on a scale of 1 to 5 . 1 meaning you’re spending your time on giving instructions, and 5 meaning you’re building capability that causes your team to operate more independently.		
Legacy: What do I leave behind for my team?		
Rate your legacy on a scale of 1 to 5 . 1 meaning you’re leaving followers behind you, and 5 meaning you’re leaving more leaders behind you; people who get promoted and can lead others.		
Agility: How quickly can my team think, shift, and react?		
Rate your agility on a scale of 1 to 5 . 1 meaning shifts are slow because decisions are not autonomous, and 5 meaning your team is working in ways that allow them to solve problems and react quickly.		
What your total may mean: 5 = Fully Compliant Team 6 to 10 = Mostly compliant 11 to 15 = Somewhat compliant 16 to 20 = Somewhat committed 21 to 24 = Mostly committed 25 = Fully Committed Team	Total	

As you think more about compliance and commitment and where you want your team to be, ask yourself the following questions.

Involvement: Involving people earlier and more fully in the decision-making

How can I involve others more often and earlier in decision making and change processes?

Investment: The non work-related time devoted to the people on my team

How can I invest more effectively in the people on my team? What investments should I make?

Empowerment: The power given to someone to do something

Where are there opportunities to give people more freedom and autonomy?



As you involve others, invest in them, and empower them, you begin to create a team that is more committed and can ultimately achieve greater success. Not every business needs a fully committed team to be successful, but it is important for you to take stock as a leader of what kind of team you are working toward and what steps you are taking to make that progress.