

Vibrant Groups (0 to 5)		Warning Signs (0-3)		Challenged Units (0 to 5)	
_____	Respectful dealings among colleagues, group members, dealing with differences and disagreements openly; inclusive, welcoming	_____	Complaints disproportionate to other groups in area	_____	Serious misconduct: discrimination; sexual; financial; criminal, etc. (arrests, lawsuits...)
_____	Open discussion of ideas and research; high productivity, effective shared governance	_____	Email and/or social media wars, harassment, silos, conflict aversion	_____	Culture that suppresses or hides problems; punishes reporting; group schisms, battles, flareups
_____	Culture of excellence and quality; successes of others acknowledged, celebrated	_____	Requests for transfers, departures, lack of diversity	_____	Repeated inability to hire, retain quality group members; absence of diversity, or even a commitment to it
_____	Cordial interactions in group; positive tone even through disagreements; conflicts are addressed, resolved constructively	_____	Disproportionate wash-out rate; departures with terminal ms, etc.	_____	Toxic atmosphere for group members, trainees, research staff, students, underrepresented groups
_____	PI knows about work, progress, and provides appropriate mentoring for stage of career of each individual	_____	Declining productivity over time	_____	Wildly uneven productivity even at same career stages
_____	Appropriate acknowledgement of contributions of others	_____	Funding for students insecure; system for allocation not known, communicated	_____	Very infrequent or no group meetings, or ineffective meetings; sub-text in conversations
_____	High level of communication—willingness to listen, compromise; problems addressed, not submerged	_____	Student seek intervention from outside offices; feel a need to hide problems	_____	Lack of transparency, hidden agendas; sides chosen in disputes
_____	Constructive criticism welcomed and heard; willingness to listen, compromise	_____	Lack of innovation, willingness to take chances, risk failure	_____	Research program stagnation
_____	Group members support each others' development; strengths; peer-to-peer mentoring occurs	_____	Discord among students or discord between students and PI, disrespect between groups	_____	Group members sabotage or undermine each others' projects
_____	Collective vision of goals and priorities	_____	Limited sense of group priorities	_____	Many individual priorities detracting from shared purpose
TOTAL _____		TOTAL _____ (subtract)		TOTAL _____ (subtract)	