### Vibrant Groups (0 to 5)

- Respectful dealings among colleagues, group members, dealing with differences and disagreements openly; inclusive, welcoming
- Open discussion of ideas and research; high productivity, effective shared governance
- Culture of excellence and quality; successes of others acknowledged, celebrated
- Cordial interactions in group; positive tone even through disagreements; conflicts are addressed, resolved constructively
- PI knows about work, progress, and provides appropriate mentoring for stage of career of each individual
- Appropriate acknowledgement of contributions of others
- High level of communication—willingness to listen, compromise; problems addressed, not submerged
- Constructive criticism welcomed and heard; willingness to listen, compromise
- Group members support each others’ development; strengths; peer-to-peer mentoring occurs
- Collective vision of goals and priorities

### Warning Signs (0-3)

- Complaints disproportionate to other groups in area
- Email and/or social media wars, harassment, silos, conflict aversion
- Requests for transfers, departures, lack of diversity
- Disproportionate wash-out rate; departures with terminal ms, etc.
- Declining productivity over time
- Funding for students insecure; system for allocation not known, communicated
- Student seek intervention from outside offices; feel a need to hide problems
- Lack of innovation, willingness to take chances, risk failure
- Discord among students or discord between students and PI, disrespect between groups
- Limited sense of group priorities

### Challenged Units (0 to 5)

- Serious misconduct: discrimination; sexual; financial; criminal, etc. (arrests, lawsuits…)
- Culture that suppresses or hides problems; punishes reporting; group schisms, battles, flareups
- Repeated inability to hire, retain quality group members; absence of diversity, or even a commitment to it
- Toxic atmosphere for group members, trainees, research staff, students, underrepresented groups
- Wildly uneven productivity even at same career stages
- Very infrequent or no group meetings, or ineffective meetings; sub-text in conversations
- Lack of transparency, hidden agendas; sides chosen in disputes
- Research program stagnation
- Group members sabotage or undermine each others’ projects
- Many individual priorities detracting from shared purpose

**TOTAL _____**

**TOTAL _____** (subtract)

**TOTAL _____** (subtract)