IEMF™ · THE CATCHER'S VIEW

Read Your Team

A catcher sees the whole field and supports every player. Use this page to see yours. It takes about ten minutes and works best when you fill it out alone first, then talk it through with someone you trust.

1. Signs a group has stopped working together

- ☐ People agree in the meeting and disagree in the hallway.
- ☐ The same two or three people do most of the talking.
- ☐ Questions have stopped, and problems reach you late.
- ☐ Work gets dropped or redone in the handoff between people or teams.
- ☐ You hear "that's not my area" or "nobody tells us anything."

Check any you have seen in the last month. One is normal. Three or more means the group needs attention, not a new plan.

2. How well can you see the field?

Rate each statement 1 to 4: 1 = Not yet 2 = A little 3 = Mostly 4 = Yes

Statement	1	2	3	4
Whole field. I know what each person is working on and what is getting in their way.				
Every player. Each person knows what they can count on me for.				
Signals. Bad news reaches me early.				
Voice. Quiet people get asked, and what they say changes something.				
Repair. When tension shows up, we name it and work on it.				
Learning. When something goes wrong, we ask what the group missed, not who is at fault.				

Total (out of 24): _____ My lowest statement: _____

20 to 24
Strong view. Protect it by asking the questions below on a schedule.

14 to 19
Some blind spots. Pick your lowest statement and work on that one.

6 to 13
The group is not talking to each other. Start with the questions below this week.

3. Three questions to ask on Monday

1. What is one thing you need from me or from this team that you are not getting?
2. What is something we all know but are not saying out loud?
3. The last time something went wrong, what did we learn as a group?

Ask one person at a time. Write down what they say, do not defend yourself, and thank them. Come back in two weeks and tell them what you changed. This page is a conversation starter, not a validated test.

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