

High Performance Team Factors Productivity Factors

Alignment: There is a sense of common mission and purpose. We value cooperation, cohesion and interdependence. The team collectively owns their results.

Goals & Strategies: The team has clear, challenging objectives; there is alignment on strategies and priorities. Objectives are linked to recognition, rewards and compensation. The team is highly resilient and not easily defeated in its goals.

Accountability: There is clarity of roles and responsibilities with high follow through. When problems arise the team responds. Team members actively hold each other accountable for team agreements.

Proactive: Change is embraced and seen as vital to this team and to the larger organization. The team is nimble and flexible in addressing opportunities for change, responding positively and creatively.

Decision Making: The team has clear and efficient decision-making processes, which have proven effective over time.

Resources: The team manages adequate resources to meet its objectives. There is sufficient expertise to accomplish the team's objectives.

Team Leadership: The team leader's role is clear and supportive of the team as a whole. There is a strong sense of team leadership; team members take initiative to provide leadership as the need for initiative arises.

Positivity Factors

Trust: It is safe on this team to speak your mind, openly. We can count on each other; we are reliable. The team does not operate in a fear-based environment.

Respect: There is an atmosphere of mutual respect and genuine positive regard. We empower other members of the team to contribute.

Camaraderie: There is a strong sense of belonging to the team. The team celebrates and acknowledges accomplishments. Empathy, playfulness and humor are present.

Communication: Clear and efficient communication is valued over less direct approaches such as politicizing, gossiping, or consistently avoiding necessary conversation.

Constructive Interaction: Conflict is seen as an opportunity for discovery, growth and creativity. The team avoids criticizing, defensiveness and finger pointing. We give and receive feedback well.

Values Diversity: The team is open-minded and values differences in ideas, backgrounds, perspectives, personalities, approaches and lifestyles. Diversity is considered vital.

Optimism: The team has an inspiring shared vision. They are enthusiastic, forward looking and appreciative of each other.