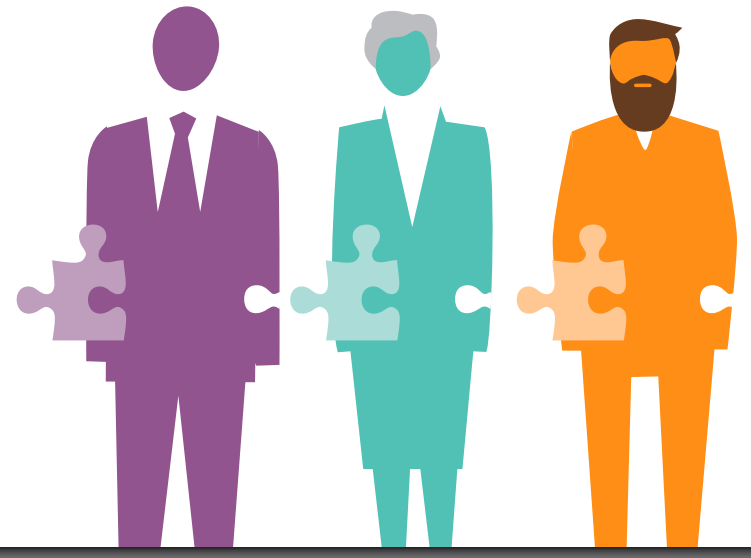


7 Characteristics of High-Performing Teams

1 Clearly Defined Roles

- Employees understand what is expected of them.
- Employees understand their roles.
- Employees understand how their role fits in the organization.



2 Clear and Common Vision

- Employees know what team success looks like.
- Employees understand what needs to be done to be successful.
- Employees help create the team's goals.

3 High Communication

- Employees feel their opinions are valued.
- Employees know what's going on outside of the team.
- Employees understand the big picture.
- Employees feel comfortable approaching their manager and one another.
- Good work is recognized, and poor work is addressed.
- Employees are comfortable sharing their ideas and opinions.



4 Strong Sense of Team Unity

- Employees know it's okay to take educated risks and make mistakes.
- The team celebrates its successes.
- The team learns from its failures and moves on.
- Employees feel a strong sense of belonging.

5 High Trust

- Employees trust the intentions of their manager and their co-workers.
- Employees trust their co-workers to do their best.
- Employees feel their co-workers are honest.
- Employees feel respected and valued.



6 High Support

- Employees share the work, the achievements, and the failures.
- Employees feel comfortable asking their manager for help.
- Employees help each other.
- Employees have the tools and training they need to be successful.

7 Team Accountability

- Everybody pulls their own weight.
- Employees take personal responsibility for what goes right or wrong.
- Employees don't place blame or point fingers.

