



Elements of High Performance Teams¹

A Clear, Elevating Goal

- Do we have a clear, elevating goal?
- How prevalent are politics and power in our team?

Results-Driven Structure

- Do our structures increase our ability to accomplish our mission?
- Have we achieved desired levels of trust, autonomy and clarity?

Competent Team Members

- Do we possess the personal and technical competencies to achieve our goal?
- Do we foster competition or collaboration amongst team members?

Unified Commitment

- How well do we balance individual differentiation and communal integration?
- Is there competition between team goals and individual objectives?

Collaborative Climate

- Are we committed to honesty, openness, consistency and respect?
- Do we grant one another involvement and autonomy?

Standards of Excellence

- What are the standards of excellence that will drive our work?
- Do we possess the discipline and accountability to exceed those standards?

External Support and Recognition

- Do we have access to the resources we need to get the job done?
- How well do we celebrate and reward ourselves for a job well done?

Principled Leadership

- Are we creating the kind of change we envision?
- Are we developing our people and unleashing their talents?

¹ Adapted from Larson & LaFasto "Teamwork."