

Characteristics of High Performing Teams

Team Members:

- ✓ Share common purpose/goals
- ✓ Build relationships for trust and respect
- ✓ Balance task and process
- ✓ Plan thoroughly before acting
- ✓ Involve members in clear problem-solving & decision making procedures
- ✓ Respect and understand each others' "diversity"
- ✓ Value synergism and interdependence
- ✓ Emphasize and support team goals
- ✓ Reward individual performance that supports the team
- ✓ Communicate effectively
- ✓ Practice effective dialogue instead of debate
- ✓ Identify and resolve group conflict
- ✓ Vary levels and intensity of work
- ✓ Provide a balance between work and home
- ✓ Critique the way they work as a team, regularly and consistently
- ✓ Practice continuous improvement



(Reid Moomaugh & Associates, 1998)