

CHARACTERISTICS OF SUCCESSFUL TEAMS

- Members share the potential for success with each other.
- Members share the risk of failure with each other.
- Have clearly established goals and objectives that are accepted by the members.
- Self impose high standards of performance, rather than being pressured to perform by a supervisor.
- Allow members to disagree and have an effective way of resolving problems and inter-group conflict.
- Members trust each other.
- Have divergent members with differing backgrounds and perspectives on the situation.
- Members share roles and functions including leadership.
- Make decisions by consensus with consideration of alternatives.
- Are cohesive: have a sense of unity and "oneness."
- Experience synergy where the whole is greater than the sum of its parts.
- Has a comfortable working atmosphere in which members are engaged, committed and alert.
- Have members who listen and provide useful feedback.
- Use constructive criticism when necessary to facilitate interaction and accomplish tasks.
- Express ideas fully and frankly so that everyone has all the relevant information and "hidden agendas" are minimized.
- Recognize individual contributions.
- Assist members to ensure successful completion of the team's goals.
- Attach high value to new, creative approaches to problems.
- Are flexible because of members' influences on each other.