

PULLING TOGETHER:

7 ELEMENTS OF HIGH-PERFORMING TEAM

Accelerating Excellence
Podcast Episode #46 - Resource Guide

Definition of a Team:

A group of people who work together in a *mutually supportive way*, using *complementary skills* to fulfill a *common goal*.

ELEMENT #1

A POWERFUL PURPOSE

Have clear, concise, and compelling mission. We are purpose-driven beings and work best on mission. When the team's work is disconnected from its purpose, performance suffers.

ELEMENT #2

AN ENVIRONMENT OF TRUST

Trust is the oil in the engine that makes everything work. If there is a lack of trust, you have got sand in the engine and the gears grind.

ELEMENT #3

A PROMOTION OF CONSTRUCTIVE CONFLICT

One of the most important responsibilities of a team leader is to capitalize on the collective wisdom of the team. A great team leader actively encourages differing opinions. None of us is as smart as all of us.

ELEMENT #4

AN APPRECIATION FOR COMPLEMENTARY STYLES

Great teams are made up of members who bring their unique talent and skills to the table. Unity not uniformity.

ELEMENT #5

A COMMITMENT TO ACCOUNTABILITY

Great teams create clarity around team member expectations. Members hold each other accountable, not just the leader.

ELEMENT #6

A FOCUS ON RESULTS

Great teams have clear measurements to determine success. People play differently when keeping score.

ELEMENT #7

A SENSE OF BELONGING

Great teams enjoy working within the group. They like each other. They pull for one another.

*"If you want to go fast, go alone.
If you want to go far, go together."*
-David Gergen
