



Team Development

8 Characteristics of High Performing Teams

Great teams are built with people who have great talents and skills. Finding the right people to fill roles at your organization isn't the only thing that matters when it comes to forming high-performance teams.

Leaders also have to understand how each member will complement the others as well as how to cultivate shared values and open communication. Use the list below to assess your team to identify their strengths and opportunities.

8 Characteristics of High Performing Teams

- Maintain high levels of trust between team members; they feel safe to express feelings and ideas
- Align constantly to ensure that everyone is on the same page and working towards the same outcomes
- Shared mission and goals to ensure a cohesive and collaborative environment
- First Team First; no one team member or their agenda is more important than the whole
- Communicate effectively, consistently and respectfully
- Have the right team members in the right roles
- Engage in conflict without damage; constructive feedback is objective and focused on solving problems and removing obstacles
- Have clear roles; each team member knows what is expected of them and how to work together to achieve tasks

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