Characteristics of High Performing Teams

Team members:
- Share a common purpose / goals
- Build relationships for trust and respect
- Balance task and process
- Plan thoroughly before acting
- Involve members in clear problem-solving and 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 conflicts
- 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