7 Characteristics of High-Performing Teams

1. Clearly Defined Roles
   - Employees understand what is expected of them.
   - Employees understand their roles.
   - Employees understand how their role fits in the organization.

2. Clear and Common Vision
   - Employees know what team success looks like.
   - Employees understand what needs to be done to be successful.
   - Employees help create the team’s goals.

3. High Communication
   - Employees feel their opinions are valued.
   - Employees know what’s going on outside of the team.
   - Employees understand the big picture.
   - Employees feel comfortable approaching their manager and one another.
   - Good work is recognized, and poor work is addressed.
   - Employees are comfortable sharing their ideas and opinions.

4. Strong Sense of Team Unity
   - Employees know it’s okay to take educated risks and make mistakes.
   - The team celebrates its successes.
   - The team learns from its failures and moves on.
   - Employees feel a strong sense of belonging.

5. High Trust
   - Employees trust the intentions of their manager and their co-workers.
   - Employees trust their co-workers to do their best.
   - Employees feel their co-workers are honest.
   - Employees feel respected and valued.

6. High Support
   - Employees share the work, the achievements, and the failures.
   - Employees feel comfortable asking their manager for help.
   - Employees help each other.
   - Employees have the tools and training they need to be successful.

7. Team Accountability
   - Everybody pulls their own weight.
   - Employees take personal responsibility for what goes right or wrong.
   - Employees don’t place blame or point fingers.