

Elements of High Performing Teams

Element	Applicability
Communication	<p>Team members have strong oral and written communication skills.</p> <p>They are comfortable saying what they think, asking for help, sharing new or unpopular ideas, and risking making mistakes.</p>
Commitment	<p>Team members understand how their work fits into the overall scheme of things. They agree that their team's goals are achievable and aligned with the organization's mission and values.</p> <p>Members are willing to put aside personal needs for the benefit of the organization.</p>
Contribution	<p>Members have strong technical and interpersonal skills and have a willingness to learn. A growth mindset.</p> <p>These are confident people who take responsibility for getting their part of the project done.</p>
Cooperation	<p>The team excels at working in an inter-dependent environment. Traits necessary are: follow-through, accuracy, creativity, timeliness and spirit.</p>
Conflict Management	<p>Members can shift paradigms to avoid conflict. Traits of optimism, empathy, and affirmations, or positive statements help reduce the potential for team conflict.</p>
Connection	<p>Members are connected to the larger work organization, to team members, and to other work teams. The needs of the organization are considered as the team does its work.</p> <p>When team members connect to one another, peer support and volunteerism increase.</p>