

9 Traits of Highly Successful Teams



and ways your team will benefit when you adopt them yourself

1. →

A successful team is sure of itself when *(Establish shared purpose)*

Its members know why they were brought together and what is expected of them

- ✚ purpose
- ✚ objectives
- ✚ mission statements
- ✚ galvanising diverse people into a unified team
- ✚ converting purpose into a working plan

2. →

..... when it is open and honest *(Forge shared operational values)*

Members know and appreciate the personal values of their team-mates

- ✚ attitudes and behaviours
- ✚ motivation and demotivation
- ✚ performance and collaboration
- ✚ personal values and team values - the balance between individual wants and group needs

3. →

..... and its members know their roles *(Clarify roles and practices)*

As individuals and as team players

- ✚ traits of 'team builders'
- ✚ characteristics of 'team wreckers'
- ✚ personal and team ethics

4. →

A true team knows how to hold meetings *(Conduct effective meetings)*

And gets things done!

- ✚ some characters can dampen team dynamics
- ✚ bringing the team together effectively

5. →

..... it straddles no fences *(Effective decision-making)*

And makes decisions instead

- ✚ decision-making roles in meetings
- ✚ planning courses of action
- ✚ categorising decisions and responses short, medium, long term

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6. →

..... is skilled at resolving conflict
(Control and resolve conflict)

Therefore reducing stress and poor morale

- ✦ Handling conflict with appropriate styles e.g. avoid, compromise

7. →

..... and is not afraid to police itself
(Perform self-assessment and discipline)

A team - and its members - have to be self-regulating

- ✦ examining team conscience
- ✦ being prepared, sharing the workload
- ✦ setting good behavioural examples
- ✦ promoting the group image

8. →

A successful team knows it is not an island
(Seek organisational integration)

How a team is linked to its organisation

- ✦ goals, progress, problems, individual performances all relate to the organisation
- ✦ integrating the team to the organisation's strategy
- ✦ introducing new team members to the team
- ✦ seeking outside assistance where necessary e.g. training, coaching

9. →

.... and best of all, it knows how to celebrate
(Share rewards and celebrations)

And celebrate often

- ✦ long term rewards and short-term inducements (one builds up, the other tears down)
- ✦ why celebration must be linked with team 'growth' to be meaningful

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