7 Characteristics of High Performing Teams

1. **Purpose and Values**: Purpose defines what the team is to accomplish with values and norms defining how. Strategies for achieving goals are clear. Each team member understands his/her role in realizing the purpose and values.

2. **Empowerment**: Members are confident about the team's ability to overcome obstacles and to realize its purpose. Policies, norms, and processes enable members to do their jobs easily. Members have opportunities to grow and learn new skills. There is a sense of personal and collective power.

3. **Relationships and Communication**: Team is committed to open communication. Members feel that they can state their opinions, thoughts, and feelings without fear. Listening is considered as important as speaking. Through honest and caring feedback, members are aware of their strengths and weaknesses. Atmosphere of trust and acceptance, sense of community, group cohesion is high.

4. **Flexibility**: Group members are flexible, they perform different task and maintenance functions as needed. Responsibility for team development and leadership is shared. Team is fluid, open to change.

5. **Optimal Productivity\***: High-performing teams produce significant results. Critical success factors for the organization are clear. Committed to high standards and quality results. Team has developed effective problem-solving and decision-making methods.

6. **Recognition and Appreciation**: Individual and team accomplishments are frequently recognized. Team accomplishments are valued by the larger organization.

7. **Morale\***: Members are enthusiastic about the team's work. Confident and committed, members are optimistic about the future. Team spirit is high.

**\* Optimal productivity and morale are most important characteristics.**

*Source: Training & Development*