

# Team Building

## The top 10 key indicators of a successful team...



- 1.** *The team understands and shares a vision, mission, purpose and values* – What's our vision/mission, where are we heading, what's our purpose, why do we want to go in that direction? What are our values/guiding principles about how we operate as a team?
- 2.** *Having clearly understood and shared objectives and goals to achieve the vision* - individually and collectively. Are the objectives of our team well understood and accepted by all the team members? How do we support, collaborate and co-operate on meeting our objectives within the team?
- 3.** Development and *support and trust* within the team. Can we really rely on each other if and when the going gets rough? Do we respect and even like each other?
- 4.** Ability for the team to act *openly* and yet able to deal with *conflict and confrontation constructively* and in a balanced way. Does our team discuss things openly? How do we communicate? How do we participate in making key decisions?
- 5.** *Tolerance* in conflicting situations and being prepared to be co-operative with each other. We may not have experienced this as yet so it may be an untested area at present
- 6.** *Maximising our resources* and not duplicating efforts - everyone needs to understand their role and their relationship with other members of the team.
- 7.** *Reviewing how we achieve our goals* - only appropriate if we have been planning the various stages effectively. What successes have we had? What failures? What needs to be changed, if anything?
- 8.** *Developing the skills of individuals* to make the most of their talents. How are we doing about this aspect? How do our individual skills and strengths interact within the team? What are our team skills and strengths? Where do we need to develop and improve our skills and strengths?
- 9.** *Relationships within the organisation* - how do we deal with other people, our customers etc.? Other teams rely on each of us for the services we provide and as such they should be treated with as much respect as we ourselves would like to receive. How do we demonstrate effective leadership and management with our internal and external clients?
- 10.** *The team has a sense of pride* – how do we praise each other, our work, the rest of the business?