



Ingredients of High-Performing Teams

Please circle your **top 5** ingredients below

1. Team members define the culture, values, and rules of the team.
2. Accountability, Responsibility, and Consequences are agreed (Archway Approach).
3. Emotionally intelligent people who **take the time** to know each other well.
4. Mutual respect, inclusiveness, equality, and equity for all.
5. A collective team goal that maps into the organisational goals.
6. Daily huddles every morning (standing).
7. Terms of trust and honesty are created together and agreed upon.
8. Conflict resolution agreement established and agreed upon.
9. The team breaks, meals, and events are planned six months in advance.
10. Have clear goals tied closely to the team's and the organisation's goals.
11. Understand how their work impacts the organisation's goals.
12. Have defined roles and responsibilities.
13. Communicate clearly and respectfully.
14. Manage work and deadlines based on priorities.
15. Trust and respect each other (despite any differences of opinion).
16. Celebrate success together and recognise contributions.
17. Create opportunities for continuous learning and development.
18. Team leaders inspire more than they drive.
19. Resolve conflicts and increase cooperation.
20. Set clear goals, establish stretch goals, and drive innovation through collaboration.
21. Communicate, communicate, communicate the vision and direction.
22. Are trusted – consistency of approach, communication, and transparency.
23. Give the team a common purpose that ties in with the organisation's goals.
24. Get yourself the right people for high-performing teams.
25. Get to know your colleagues **really** well.

