

## How is your team performing?

Here are ten characteristics of a high-performing team:

- ◆ common goals
- ◆ leadership
- ◆ interaction and involvement
- ◆ maintenance of individual self-esteem
- ◆ open communication
- ◆ power within group to make decisions
- ◆ attention to process and content
- ◆ mutual trust
- ◆ respect for differences
- ◆ constructive conflict resolution

A useful team exercise is discussing and mapping these characteristics to see where the agreed strengths and areas for improvement are. If the team is more than 5 people, work in groups of three and then share perceptions.

Ask the team to score each of these characteristics out of 10 where 10 is high and 0 is low. Then map the findings on a radial diagram for all to see. If a team scores a characteristic at 0, this is marked at the centre, if a 5 it would be marked half way of the line for that characteristic, etc. When all characteristics are mapped, the lines can be connected to make a web, showing where the highs and lows are for the team. Use the radial diagram on the next page to map your findings.



*Use this simple but powerful team exercise to identify strengths and areas for improvement within your team.*

