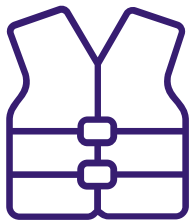


How to Create a High Performing Team

THE SECRET TO A HIGH PERFORMING TEAM



Psychological safety is the most critical element of a high performing team, but is one of the least known phrases in leadership. Psychological safety means total humility across the team. It means that members are able to express and assert their thoughts, without fearing negative consequences in how they are perceived.

When psychological safety is lacking, team members waste time managing their image, rather than discussing important issues or getting work done. Research has proven that psychological safety predicts superior results.

ANATOMY OF A HIGH PERFORMING TEAM



- **Shared Understanding:** High performing teams discuss differing opinions on market strategy, team challenges, and mistakes, and then agree on a direction or plan. Fear, silence, and unmanaged conflict kill the authenticity needed to create shared understanding.
- **Behavioral Norms:** High performing teams clearly establish expectations for how they will run meetings, handle conflict, overcome biases, and communicate.
- **Adaptive:** High performing teams are unwavering in their growth mindset, recognizing that nothing is certain. These teams understand that what is true today may not be true tomorrow, yet when they pivot - they are sensitive to the emotional impact change has on people.
- **Commitment:** High performing team members commit to the plan or mission, even when they have a different opinion. Self-interest takes a backseat, as they focus their actions on the best interest of the team.
- **Dependability:** High performing members are responsive, punctual and over-deliver to their teammates as if they were their most valued client.
- **Structured Progress:** High performing teams align everything they do around their goals. Notes, objectives, expectations, check-ins, and reviews measure results against these goals.
- **Meaning and Impact:** High performing teams are quick to celebrate the positive impact they have on each other, the organization, and the customer or client.