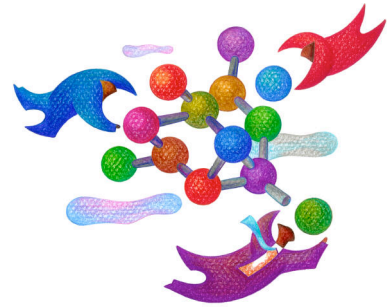


FACTORS THAT CONTRIBUTE TO TEAM

“HIGH PERFORMANCE”



MOTIVATORS

- Understanding, with absolute clarity, my role on the team
- Having the materials and tools necessary to do my work for the team
- Working with team members who follow through with their commitments
- Having my ideas heard and considered
- Being part of a team that has high energy and is appropriately “playful”
- Working with team members who have confidence in their abilities
- Striving for team success and recognition
- Shared leadership

DE-MOTIVATORS

- Team members who insist on taking the stance of “Devil’s Advocate”
- Team members who undermine our processes or try to take control
- Never making a decision
- Team members who seek individual credit or recognition for the team’s work and accomplishments

TRY THESE ACTIONS TO INCREASE THE PERFORMANCE OF YOUR TEAM

- Rotate meeting roles (facilitator, recorder, snack provider)
- Add process observations to your meetings
- Ask your team members “how would you do it?” rather than having the answer
- Have unscheduled time on the agenda for team members to engage in spontaneous discussion
- Talk less and listen more
- Don’t be afraid to fail
- Have more fun

