



# BECOMING A HIGH-PERFORMING TEAM

## The Blueprint for Lasting Excellence

*"Individual commitment to a group effort is what makes a team work, a company work, a society work, a civilization work."*

— Vince Lombardi

### High Performance Team Foundation

(PSYCHOLOGICAL SAFETY + CLEAR ACCOUNTABILITY + SHARED PURPOSE = EXCELLENCE)

- 1. Psychological Safety** | Make it safe to speak up, ask questions, and make mistakes.
- 2. Encourage Healthy Conflict** | Argue ideas, not personalities. Respectful debate fuels growth.
- 3. Clear Expectations** | Everyone knows success measures and their role in achieving it.
- 4. Peer Accountability** | Team members hold each other accountable, building ownership and commitment.

### Drivers of Team Excellence

- 1. Clarity of Purpose** | Everyone understands the 'why' behind the work.
- 2. Complementary Skills** | Blend of technical, problem-solving, and interpersonal capabilities.
- 3. Mutual Trust** | Confidence in each other's commitment to excellence.
- 4. Collective Ownership** | Success and failure belong to everyone. No heroes, no blame games.
- 5. Continuous Improvement** | Reflect regularly on what works and what doesn't.
- 6. Results Focus** | Team results matter more than individual recognition.

## The TRUST Framework for Team Members Leaders

**T** = Transparency (Share openly)

**R** = Reliability (Do what you say)

**U** = Understanding (Listen to comprehend)

**S** = Support (Help others succeed)

**T** = Time (Invest in relationships) + Vulnerability (Admit mistakes & gaps)

## Your Team Performance Assessment

Rate (1-10):

Psychological Safety \_\_\_\_\_ Shared Purpose \_\_\_\_\_ Clear Accountability \_\_\_\_\_

**Biggest Gap:**

**First Action:**

**Second Action:**

**Third Action:**

## The Excellence Blueprint: 3 Questions for Building Championship Teams:

**1.** If we brought our best every day, what extraordinary results could we create together?

**2.** What important conversations are we avoiding that could take our team to the next level?

**3.** What does success look like for us as a high-performing team, and what daily actions will get us there?

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