



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?