

# Building High Performance Teams

The Science of Team Excellence

"Live with Purpose. Lead with Heart."

"Individual commitment to a group effort is what makes a team work, a company work, a society work, a civilization work."  
**b 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 without fear of judgment.
- 2

**Clear Purpose**  
Everyone understands the "why" and how their role contributes to the bigger picture.
- 3

**Mutual Accountability**  
Team members hold each other accountable, creating ownership and commitment.
- 4

**Complementary Skills**  
Right mix of technical, problem-solving, and interpersonal capabilities.
- 5

**Healthy Conflict**  
Teams argue about ideas, not personalities. Respectful disagreement drives innovation.
- 6

**Results Focus**  
Collective results matter more than individual achievement or recognition.

## The TRUST Framework for Team Leaders

	Transparency Share openly
	Reliability Keep commitments
	Understanding Listen deeply
	Support Help others win
	Time Invest in relationships
	+ Vulnerability Admit mistakes

## Your Team Performance Check

**Rate Your Team (1-10):** Safety \_\_\_\_ | Purpose \_\_\_\_ | Accountability \_\_\_\_ | Results \_\_\_\_  
**Biggest Gap:** What's limiting your team's performance right now?  
**This Week:** What one action will you take to strengthen team effectiveness?

## Ready to Build Championship Teams?

Download more team development resources, book a keynote, or explore coaching at [drtimcrowley.com](https://drtimcrowley.com)

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