

# 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](http://drtimcrowley.com)

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