DORA KURIMAY

IS YOUR TEAM?

HIGH PERFORMANCE
OR IS IT DYSFUNCTIONAL?

HIGH PERFORMANCE TEAMS
PRODUCE RESULTS

Teams exist to produce results. Without results, teams don't last long. Pretty quickly, the organization will break them up in some way, so it's critical that teams are able to produce.

The 7 factors that enable your team to produce results are:

But the ability to produce results is only half the story…

HIGH PERFORMANCE TEAMS
HAVE HIGH POSITIVITY

In order for teams to produce high quality results in a sustainable way, it's critical that the team interacts with each other in a healthy way. Positivity refers to a team's ability to work together in such a way that results are much more likely.

The 7 factors that indicate a healthy way of interacting are:

Taken together, Productiv and Positivity create a High Performing Team.

5 TIPS TO IMPROVE YOUR TEAM'S PERFORMANCE

1. **_Write Down Your Shared Purpose_**
   Great teams understand why they exist. Teams exist to produce results, so the team must understand what result they seek to create at a collective, and aspirational level. But even more important is to answer the question of "*Why.*" Create an opportunity for your team to get out of their own silos and articulate a common purpose. Just ask the question: why do we exist, and write down what the team comes up with. Don't wordsmith it; keep it simple, clear, and shared.

2. **_Create One Goal with Shared Accountability_**
   Effective teams have at least one goal that is shared by everyone, and in fact, it's best to have *only* one. Individual team members should be accountable for their goals that contribute to the whole, but it's absolutely essential that there is one goal the team collectively owns, where success (or failure) is truly shared.

3. **_Create the Safety Required for Trust_**
   How you behave and what behavior you tolerate from others on the team will set the tone for whether it's safe to trust each other on your team or not. The most effective way to start this is with being open and transparent about your own leadership. Be honest about your feelings. Be courageous enough to be vulnerable with your team. This is not projecting weakness. It takes strength and courage to be human with your team, and it's the only way you'll begin to get the same in return.

4. **_Agree on How You'll Interact_**
   Have a dialogue about what the team needs from each other, from a relationship perspective. Discuss whatever comes up, ranging from "we're all on time to meetings," to "we never complain about each other to others." Write down the resulting list, agree to it as a team, then review frequently to ask if the team is honoring their own agreements.

5. **_Encourage Healthy Conflict_**
   Conflict is natural and expected on any high performing team. Without conflict you have groupthink and a narrower range of possibilities for the team to achieve. Embrace the conflict. Put it on the table and lean on your agreements, the trust you've built, and your shared sense of purpose to have a constructive dialogue. *Constructive* conflict is healthy.

LEARN MORE...

Assess your team against the 14 factors that make up
Productivity and *Positivity*, the two dimensions that define

High Performance Teams.

SEND ME AN EMAIL @DORA@DORAKURIMAY.COM

Within 24 hours, **you'll receive a link** to complete the assessment. It will take about **20 minutes to complete**, and in a **60 minute conversation with me**, you'll get a **personalized debrief** of the results, which includes a **x+ page report** full of rich data on how you see your team measuring up against the
14 High Performance Team Indicators.