

Team Effectiveness Qualities

When evaluating how well team members are working together, the following statements may be used as a guide.

Team goals are developed through a group process of team interaction and agreement in which each team member is willing to work toward achieving these goals.

All team members actively show participation and roles are shared to facilitate the accomplishment of tasks and feelings of group togetherness.

Team members demonstrate commitment by attending all meetings, being on time for meetings and remaining until the close of the meeting, and by fulfilling responsibilities assumed for SAP work.

Feedback is requested by members and freely given as a way of evaluating the team's performance and clarifying both feelings and interests of the team members. When feedback is given, it is done with a desire to help the other person.

Team decision-making involves a process that encourages active participation by all members.

Leadership is distributed and shared among team members, and individuals willingly contribute their resources as needed.

Problem solving, discussing team issues, and critiquing team effectiveness are encouraged by all team members.

Conflict is not suppressed. Team members are allowed to express negative feelings and confrontation within the team which is managed and dealt with by team members. Dealing with and managing conflict is seen as a way to improve team performance.

Team member resources, talents, skills, knowledge, and experiences are fully identified, recognized, and used whenever appropriate.

Risk-taking and creativity are encouraged. When mistakes are made, they are treated as a source of learning rather than reasons for punishment.