



Listener Quiz – High Performing Teams

We often use the term “Team” very loosely in business today. Indeed we like the *concept* of a team, but often we don’t actually do the things as a leader to ensure our people actually function effectively as a team.

Q 1 – When pulling together or recruiting for your team – do you hire/select for team skills:
(in addition to technical skills/knowledge)

- Ability to take initiative to communicate with others
- Collaborative sharing/exchange of insight & information
- Willingness to listen & consider ideas of others
- Interest in working together with others

Q 2 – Do all your team members share a clear, motivating & stretch Vision of what they are trying to accomplish?

Q 3 – Do team members understand what each other contributes & can they cross-fill for each other if someone is sick or absent?

Q 4 – Who defines expectations for the team, how they will work together & timelines, milestones, etc.?

If functioning as a “team”, the team will do this, not you the manager; though you may facilitate the process.

Q 5 – Who holds the team and individual team members accountable for the performance?

As the manager or team leader, are you the one always asking:

- How’s it going?
- Where each person is in the achievement of their work?

If there is a concern about some individuals being “off track” – Team members, not the “boss”, will be asking Q’s, problem solving these challenges, etc. in a true team!

Is your ‘Team’ really a TEAM?