|  | checklisT High-Performing Team Behaviors |
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|  | PURPOSE  This tool helps you to evaluate your team based known behaviors of high- functioning unit-based teams.  When to Use  Use this tool to evaluate your team against the characteristics and behaviors of high-performing UBTs.  Who Uses  Co-leads.  How to Use  High-performing teams exhibit certain characteristics and behaviors. Evaluate your teams against the following criteria to determine how close they are to becoming high performers. Consider choosing two to three areas to work on that will have the most impact on the growth of your team. |
|  | |  |  | | --- | --- | | High-performing team behaviors | | |  | Focus on core operational and business issues that are in alignment with regional priorities and strategy and lead to performance improvement. | |  | Develop and put in place success measures and strive for achievement of results over multiple indicators. | |  | Exhibit high levels of trust, engagement, and morale. | |  | Know where the team is on the team developmental continuum and understand what it takes to move to the next level. | |  | Engage all team members in decision making and performance improvement. | |  | Use a high-functioning system of communication. | |  | Demonstrate awareness and understanding of the leader’s role to coach, facilitate, and mentor the team and its individual members. | |  | Understand individual and team roles and responsibilities, and how to achieve sustainability and spread successful practices. | |  | Understand and use data to drive results. | |  | Come to quick resolution of workplace issues and support team decisions even when they are not unanimous. | |  | Exhibit a culture that enables the team and its members to respond to changes quickly. | |  | Model personal ownership and commitment to team success. | |  | Demonstrate willingness to mentor other individuals and teams. | |