

## **What it takes to be a great team**

1. The team has a goal big enough to demand greatness.
2. Each member is clear on their own and other's accountabilities -- what they can be counted on to do.
3. Each person on the team has chosen to stand for and be responsible for the entire team's success -- beyond their individual accountability.
4. Team members agree to support and empower the leader(s).
5. Team members make it a high priority to be in full communication with each other and to interact respectfully and effectively with each other (no gossiping).
6. Each person gives up the "right to blame" others on the team for breakdowns or mistakes.
7. Team members engage in committed listening and speaking. (declarations, promises and requests)
8. Successes and failures are both analyzed as opportunities for learning.
9. There are frequent conversations for appreciation and acknowledgement.
10. The team and its members actively solicit coaching to improve performance (from outside the team and from each other).