

The 7 Elements Exercise.

Our “7 Elements of High Performing Teams” define the characteristics that separate exceptional teams from the rest.

These questions, based on those elements, will preview our team assessment and development tool designed to spark action and real change in your team. We suggest working through one question a month as a group to spark dialogue and ensure that teamwork and client satisfaction are priorities and top of mind.

COHESIVENESS

How does our team define success? What would you say are the top three priorities in achieving that success?

HEALTHY CLIMATE

What does our team need to do better to ensure that we have a supportive and collaborative culture?

GROUP WORK SKILLS

Where can we improve in our ability to align and work together as a team to solve problems?

CHANGE COMPATIBILITY

How can our team respond more productively to change, even when we may not all agree with the change?

SHARED LEADERSHIP

In which ways do you think we could improve the sense of shared accountability within our team?

TEAM MEMBERS' CONTRIBUTION

Complete the following sentence: “In order to be a better team, each and every one of us needs to _____.”

INNOVATIVE THINKING

What are some things we could do to foster innovation and challenge each other to think differently?

What are the 7 Elements?

Through 30+ years of experience, we've identified what we call "The 7 Elements of High Performing Teams." It's these universal traits that inform our team development tool and make it so effective.



Cohesiveness is the collective commitment to achieving team goals with clearly defined roles and priorities.



Climate refers to how respectful, honest and open the work environment is and the level of trust within.



Group Work Skills reflects the quality of team decision-making, problem-solving and facilitation within the team.



Change Compatibility relates to the team's overall receptiveness to change and their ability to implement it.



Shared Leadership requires members to be self-directed, involved in decisions and considerate of their peers.



Team Members' Contribution measures the degree of individual team member initiative and contribution.



Innovative Thinking is demonstrated by actively seeking a better way of doing things and challenging the status quo.