

## 4 Qualities of Effective Teams



Research shows that effective teams embody some common characteristics that ensure that they are a “real team.”

As a manager and team-builder, you will want to foster a sense of connection and accountability, while showing ongoing support for individual members and the work in general.

**Start with these 4 qualities to foster your team’s effectiveness:**

- **A unique identity.** The team understands their role within the organization and share an ideal of how they want to be perceived. If you want to be known for leading a high performing team, it’s up to you to instill that quality in your team’s DNA from day one.
- **A common purpose.** Setting time aside over the course of several meetings to collaboratively develop your team mission and core values is a great way to ensure that everyone understands and commits to meeting expectations set internally and managing those expectations that come from the larger organization.

# The Expert Team Leader

## vharrisprojects

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- **Members work interdependently.** Some members will have different levels of authority in relation to specific projects. On effective teams, members freely share their skills, knowledge, and insights to make the project flow seamlessly and efficiently for everyone. Encourage your project leaders to recognize highlight-worthy contributions at team meetings. And make sure you assign those leadership projects equitably among qualified team members.
- **Collective accountability.** Give team members the opportunity to voice their concerns, comments, recommendations, and questions about special assignments and ongoing work. Include their input in how the work will be performed. While managers are typically held responsible for the final output of the team, fostering a sense of collective accountability helps ensure that everyone brings their best contributions to the table.

**Do these qualities describe your team? Where is the team falling short? What other attributes would you add?**