

Teamwork – Team Performance and Effectiveness

Where does your team fit on the curve? What could you do to develop the level of bonding and commitment within the team to its members and goals?

Working group: members interact primarily to share information and best practices to help each individual. There's no common purpose or goal.

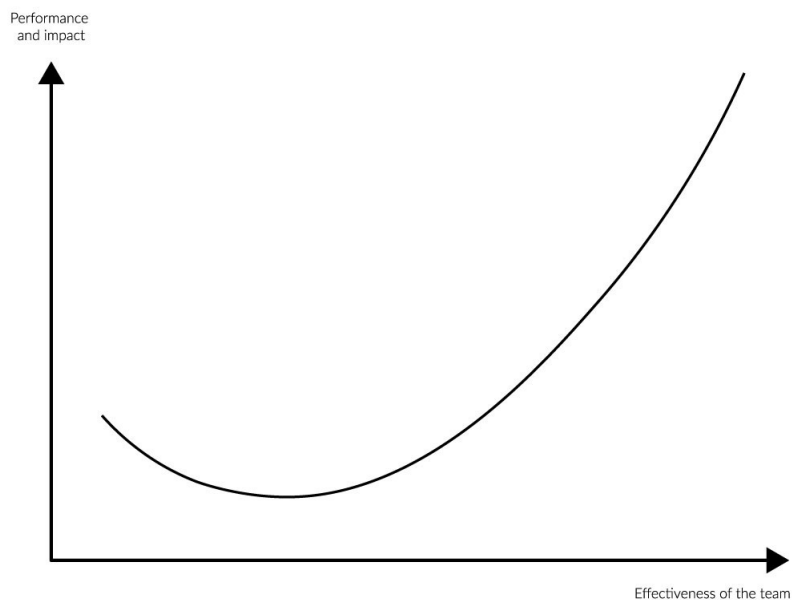
Pseudo-team: The team members have no interest in shaping a common purpose or performance goals. They are in it for themselves and are often at odds with each other. There's no psychological safety in this space.

Nascent team: This is the beginnings of a team. It requires more clarity around purpose, goals, collective responsibility and how the members will work together.

Real team: The members are committed to a common purpose, goal, and have a share vision. A level of trust exists, and there are strong bonds with each other and their mutual aims.

High-performing team: Members are deeply committed to each others' growth and success. They are comfortable being vulnerable, owning up to mistakes, challenging each other and holding each other accountable to the common goals for the team.

Figure 5 – Team Effectiveness Curve ¹



¹ Based on: Katzenbach, J. and Smith, D. 1993. The Wisdom of Teams. Cambridge, MA: Harvard Business School Press.

