

Great teams...

...a framework



In great teams we...

1

...have a clear purpose and goals we have created together

A team works best when everyone understands its purpose and goals: all team members are aligned, and committed to each other and the purpose and the goal

2

...have the right mix of skills, experience, qualities and value difference

Great teams understand, value and capitalise on the motivations, strengths, preferences and personal qualities of each individual

3

...take time to know each other to help us perform at our best

Knowing this helps teams to support each other through the different stages of development. This also helps team leaders focus their attention when and where it is most helpful to the team

4

...understand working together well means balancing the needs of the task, the individual and the team

Great teams must balance time and energy on all three areas – task needs, individual needs and group needs – to achieve the task. We give equal attention to all three

5

...use emotional intelligence to build and maintain strong relationships

Emotional intelligence is described as...The capacity for recognising our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships

6

...are outstanding communicators and great at listening to each other

Communication is a surprisingly tricky! There is real skill, and practice, in communicating effectively. Great teams listen to understand, allow people to speak without interruption, share information, speak clearly and openly, and share 'air-time'

7

...create environments where everyone can succeed

In teams we have choice in how we act, and what roles we adopt in interactions

8

...don't fear conflict and work positively together to manage it

Conflict in teams happens for various reasons. The conflict can be real or perceived, and be a real or perceived physical or emotional threat. Rather than freeze, fight or take flight when conflict arises great teams adopt an assertive position

9

...spend time together to learn about each other, build trust, have fun

Great teams need time together to learn about each other and learn to be a team. The team is where each person is known and cared about by others, and where she or he knows and cares about others. A team that gets to know each other as people allows for greater cooperation and psychological safety

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Yes We Can grows and develops social change leadership and positive social change in the north east

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