12 Tips for Team Building

1. **Clear Expectations:** Has leadership clearly communicated its expectations for the team’s performance and outcomes?
2. **Context:** Does the team understand where its work fits in the total context of the organization’s goals, principles, vision and values?
3. **Commitment:** Are team members excited and challenged by the team opportunity?
4. **Competence:** Does the team feel it has the resources, strategies and support needed to accomplish its mission?
5. **Charter:** Has the team defined and communicated its goals; its anticipated outcomes and contributions; its timelines; and how it will measure both the outcomes of its work and the process the team followed to accomplish their task?
6. **Control:** Does the team have enough freedom and empowerment to feel the ownership necessary to accomplish its charter?
7. **Collaboration:** Do all team members understand the roles and responsibilities of team members? Team leaders?
8. **Communication:** Are team members clear about the priority of their tasks? Is there an established method for the teams to give feedback and receive honest performance feedback?
9. **Creative Innovation:** Is the organization really interested in change? Does it value creative thinking, unique solutions, and new ideas?
10. **Consequences:** Do team members feel responsible and accountable for team achievements? Are rewards and recognition supplied when team are successful?
11. **Coordination:** Are teams coordinated by a central leadership team that assists the groups to obtain what they need for success?
12. **Cultural Change:** Does the organization recognize that the team-based, collaborative, empowering, enabling organizational culture of the future is different than the traditional, hierarchical organization it may currently be?