

TOGETHER **E**VERYONE **A**CHIEVES **M**ORE

TEAM

BUILD VULNERABILITY-BASED TRUST

Trust is the confidence among team members that their peers' intentions are good, and that there is no reason to be protective or careful around the group.

ENGAGE IN PRODUCTIVE CONFLICT

Teams that engage in productive conflict in order to produce the best possible solution in the shortest period of time, discuss and resolve issues more quickly and completely than others.

ENSURE COMMITMENT

Great teams make clear and timely decisions and move forward with complete buy-in from every member of the team, even those who didn't agree with the decision — no one is harboring doubt about supporting the actions agreed on.

GET COMFORTABLE WITH THE UNCOMFORTABLE – ACCOUNTABILITY

Members of great teams improve their relationships by holding one another accountable, demonstrating that they respect each other and have high expectations for one another's performance.