



## Factors That Contribute to High Performance

### Motivators

- Understanding with absolute clarity my role on the team
- Having the materials and tools necessary to do my work for the team
- Working with team members who follow through with their commitments
- Having my ideas heard and considered
- Being part of a team that has high energy and is appropriately “playful”
- Working with team members who have confidence in their abilities
- Striving for team success and recognition
- Having shared leadership

### Demotivators

- Team members who insist on taking the stance of “devil’s advocate”
- Team members who undermine our processes or try to take control
- Team members who seek individual credit or recognition for the team’s work and accomplishments
- Team members who never make a decision

### Actions to Increase Team Performance

- Rotate meeting roles (e.g., facilitator, recorder, snack provider)
- Add process observations to your meetings
- Ask team members “how would you do it?” rather than having the answer
- Have unscheduled time on the agenda for team members to engage in spontaneous discussion
- Talk less and listen more
- Create an atmosphere where team members are not afraid to fail
- Have more fun