Team Culture

“How We Do Things Here”
Emotional Intelligence

Respect
Appreciation
Good Will
Trust

Great teams...

- Trust one another on a fundamental, emotional level
- Are vulnerable with each other about their weaknesses, mistakes, and fears
- Can be completely open with one another, without filters
Conflict

Great teams...

- Are not afraid to engage in passionate dialogue around issues
- Do not hesitate to disagree with, challenge, and question one another to find the best answers
Commitment

Great teams...

- Engage in conflict to ensure that nothing has been left unsaid
- Achieve buy-in around important decisions
Accountability

Great teams...

- Hold one another accountable for adhering to the team’s commitments
- Don’t rely on the team leader for accountability; go directly to their peers
Results

Great teams...

- Set aside their individual needs and focus on what is best for the team
- Emphasize collective results that define team success