



High-Performance Team Checklist

Use this checklist to evaluate whether your team demonstrates the conditions research shows are essential for high performance.

1. Trust & Psychological Safety

- Team members feel trusted, respected, and appreciated by both leaders and peers.
- People feel included and safe to voice ideas or concerns without negative repercussions.
- The team supports candid conversations and honest problem-solving.

2. Clear Vision, Purpose & Shared Goals

- The team has a unified vision that guides decisions and priorities.
- Goals and desired outcomes are clearly defined and widely understood.

3. Role Clarity & Defined Expectations

- Everyone understands their roles and responsibilities within the team.
- Expectations are clear, even during volatility, uncertainty, or change.

4. Human-Centric Skills & Emotional Intelligence

- Curiosity, resilience, divergent thinking, and informed agility are encouraged and used to solve problems.
- Team members demonstrate emotional and social intelligence in daily interactions.

5. Agility, Adaptability & Change Capacity

- The team can shift direction quickly when needed.
- Team members support each other during times of change and uncertainty.
- The team practices proactive learning to stay ahead of evolving demands.

6. Strong Communication & Rapid Information Flow

- Communication is open, honest, and consistent across the team.
- Information flows quickly and decisions are not slowed by hierarchy or bottlenecks.



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✓ 7. Collaboration & Mutual Support

- The team works collaboratively with strong connection and mutual respect.
- Team members help each other learn, upskill, and grow.
- The team views work as an opportunity to learn from one another.

✓ 8. Autonomy & Empowerment

- Team members have the autonomy to make decisions within their roles.
- Autonomy fuels ownership, creativity, and commitment to the team's purpose.

✓ 9. Courage & Smart Risk-Taking

- The team can surface inconvenient truths and engage in challenging discussions constructively.
- Team members feel connected and courageous enough to take smart, well-considered risks.

✓ 10. Continuous Learning & Growth

- The team embraces an apprenticeship mindset—learning from each other frequently.
- There is a culture of ongoing skill development, experimentation, and adaptation.

References:

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