

It's easy to put together a group of knowledgeable and skilled individuals. But a team of high performers is not the same as a high performance team. Transforming your group from a set of people who happen to be going in roughly the same direction to a high performance team isn't always easy, but the results are worthwhile:

A high performance team gets more work done in less time and at a higher level of quality than other teams.

High performance teams are fun to be on. Team members are energized and enthusiastic, leading to fewer absences and sharply reduced turnover.

A high performance team makes better use of available resources and has a much higher drive to achieve than other teams.

The following questions can help determine whether your team is operating at a peak level or at risk of significant underperformance.

1. Does the team have a leader?
2. Are meetings seen as a waste of time?
3. Are team members tolerant of one another's working styles?
4. Do the same (or similar) disagreements come up over and over again?
5. Is the schedule fairly predictable from day to day?
6. Do meetings frequently start late?
7. Do team members respect the leader?
8. When the team leader asks a question of the group, does the question softly and silently vanish away?
9. Does the team form subgroups when necessary to accomplish a task?
10. Do team members know how their tasks fit into the overall strategy and mission of the business?
11. Does the team revisit the same issues over and over?
12. Do team members regularly question the leader?
13. Does the team expect to succeed?

14. Does the thought of going to a team meeting make people feel ill?
15. Does the team have an effective strategy for conflict resolution?
16. Do members discuss their roles with the leader?
17. Do members discuss their roles with one another?
18. Does everyone talk about getting things done, but little gets accomplished?
19. Do meetings follow a set agenda?
20. Are team members frequently absent?

Scoring:

Score 1 for each “Yes” on questions 1, 3, 5, 7, 9, 10, 12, 14, 15, 16, 17, 19

Score 1 for each “No” on questions 2, 4, 6, 8, 11, 14, 18, 20

Results:

16-20 – Your team appears to be performing at an extremely high level.

12-15 – Performance looks good, but there’s room for improvement.

< 12 -- Your team may be at risk for significant underperformance.