

TEAM BUILDING

Who will benefit from a team approach?

Whenever two or more people work together in some activity of common interest or benefit, working together as a team will be rewarding and productive.

Twelve Characteristics of a Great Team:

1. Great teams have joint team goals. Those goals are clearly communicated to and understood by each of the team members. Each team member understands that specific goals will bring specific results; and that high goals will bring high results.
2. In a great team, each member has a clear idea of what his/her role will be in relationship to other team members; what is expected of him/her; and how his/her contributions will assist in reaching the team goals.
3. A great team is made up of "pros". A pro is someone who
 - a. Is good at what he/she does.
 - b. Knows why he/she is good.
 - c. Wants to get better at what he/she does.
4. In a great team, the team members have a positive attitude towards the team unit; towards the other members, and towards the team goals. Each member knows that success in every task or match will largely depend upon his/her attitude towards that match or training session or program development in the case of coaches.
5. Team members have a commitment to strengthening relations with other team members. On a great team, the members are sensitive to how strained relationships can affect the team's performance and the realization of the team goals.
6. Members of a great team recognize the special talents and abilities of other team members. They are aware of the importance of showing their appreciation for the abilities of other team members.
7. Each member understands how his/her good work will affect other members individually and the team as a whole. He/she will also understand that his/her mediocre work effort will have a detrimental effect on the rest of the team.
8. On a great team, the members are familiar with the duties and responsibilities of other team members. They are

also aware of the problems and frustrations that other members must confront and experience in performing those duties.

9. A great team approaches problems as a team. Whenever possible, all members of the team are asked to help identify the problems, and to offer their ideas and opinions on the solutions to the problems.
10. Great teams understand the importance of an effective system of follow-up and evaluation of the team's work. This includes periodic review of the team's goals and frequent review of the twelve characteristics of a great team.



11. In a great team the members show a sincere concern for the problems of other team members. Each member sees other members as human beings with the same needs that he/she has. Each is willing to get involved with the "storm" of the others' lives.
12. A great team has a strong and effective leader. That leader brings out the best of each team member. He/she is committed to developing the potential of each individual. He/she understands how much he/she can learn from team members: and is a source of encouragement, inspiration and motivation.