# Characteristics of High Performing Teams

**Instructions:** Use this checklist as a starting point for items to consider. Customize this document, adding relevant information as appropriate or removing information that does not apply to your situation.

## Characteristics of the Training Cadre

| Check Box | The Training Cadre: |
| --- | --- |
|  | Views mistakes as learning opportunities |
|  | Creatively solves problems |
|  | Is solution-driven |
|  | Finds the balance between content and process issues |
|  | Values interdependence |
|  | Changes direction when needed |
|  | Reflects on how members work as a team |

## Characteristics of Training Cadre Members

| Check Box | Training Cadre Members: |
| --- | --- |
|  | Can articulate the purpose and goals |
|  | Engage in open and honest communication |
|  | Understand their level of authority |
|  | Are fully accountable to each other |
|  | Find ways to buy in, even when complete agreement is not possible |
|  | Engage respectfully in unfiltered conflict around issues |
|  | Trust each other |
|  | Are willing to be vulnerable with each other |
|  | Forego personal credit to acknowledge team success |
|  | Make decisions and follow through with confidence |
|  | Have a light-hearted side |