

List For Evaluating High Performing Teams

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SENSEMAKING

When evaluating a team, it is important to think of the 7 elements of sensemaking. This is because sensemaking helps to bring about thinking. My first form of criteria for a team is sensemaking because it is within sensemaking that one is better able to interpret their environment. It is within sensemaking where not only organization is used but also, the structure and how individuals view things and the world around them. When understanding the 7 elements of sensemaking it is important to recognize that the elements range from the following: clarity, retroactive, having enactment, being true to social impact, ongoing projects and exact cues.

TEAM PERFORMANCE COLLABORATION

The second form of criteria for evaluating high performing teams is to make sure that the team has a common goal and or shared vision. Within having a shared goal, mission, or objective allows for team performance collaboration. When a team has strong performance collaboration, they not only have strategies that build upon their knowledge but also, skills and they have a better support system.

DECISION MAKING

The third form of criteria for evaluating high performing teams is the ability to make decisions. Every team faces difficult situations and or problems that might arise. In order to accomplish goals and or any situations that a team might encounter it is important to recognize the key elements of decision making. Those elements are as follows: intelligence, design and choice. It is extremely important for a team to target the appropriate information, formulate criteria that will ultimately lead to a decision and lastly, discover what needs to be implemented and or selected.

TEAM LEADERSHIP

The fourth criteria for evaluating high performing teams is to have a team that is not leaderless. Each team member simply brings different strengths to the team and it is crucial to recognize what each team member will bring. No one person offers the same experience and or knowledge.

TEAM EFFECTIVENESS

The fifth criteria for evaluating high performing teams is to make sure that the team understands the goals, mission and or objectives. Next, it is crucial for there to be collaboration. Third, the environment of a team matters as if the environment is impacted so will the team. Fourth, having a support system will only help enforce a team's effectiveness. Next, understanding a team's priorities will help to allow a team to perform more efficiently and effectively.

INNOVATION

The sixth criteria for evaluating high performing teams is creating wealth and knowledge. Within innovation it is critical for teams to be creative, have thinking skills and have the ability to take on additional skills. Innovation allows for teams to not just think and act successfully but also, enhance their thinking skills both critical and creative.

UNDERSTANDING YOUR LEADERSHIP STYLE

Within the seventh criteria for evaluating high performing teams is understanding what leadership style you have. There are six different leadership styles: Visionary, Coaching, Affiliative, Democratic, Pacesetter and Commanding. Understanding which leadership style, you have is crucial. While some leadership styles are geared toward a vision under Visionary leader. Some leadership styles like Coaching encompasses a focus of having strength and development. While other leaders like Affiliative leaders really want to be liked by others some other leaders like democratic refers to input and or having a consensus.

TECHNIQUES

Within the eighth criteria for evaluating high performing teams is having a team understand and prepare and overcome challenges. It is crucial that teams have an understanding of what is not only expected of them but also, what is expected of everyone while working together as a team. Ground rules are critical and must be setup in the initial forming of the team. This will ultimately allow for a team to not only collaborate better together but also, the level of commitment among each team member will be higher when everyone has a better understanding of what is expected. Next, it is just as important for a team to have an action plan. This action plan helps to increase the team's overall performance and reach the team's goals. Lastly, it is critical for teams to monitor their progress and make changes when needed. There are assessment tools that can be used by teams which can be very helpful to monitor the progress of a team and better understand what needs to be changed and implemented.

APPLYING THE CRITERIA TO MY TEAMS PERFORMANCE

When applying the criteria to my team's performance my team did a great job with sensemaking by bringing about thinking. My team also did great collaborating with one another. We made sure each member of our team had the same goals and visions for the success of our team. Our team worked very well with decision making which allowed us to overcome any difficult situation or problem that arose. While we had one main leader each of us did take on our own leadership styles and took on different leadership roles when our skills and knowledge aligned. Due to our team understanding the goals, missions and objectives of the team our team worked very well together and we had strong effective teaming skills. This allowed for our team to work more efficiently and effectively. Our team was also very creative with different projects always encompassing new ways of thinking critically. This allowed our team to build upon our knowledge and skills. While there are many different types of techniques to better enhance a team's performance our team did a great job making sure we had clear ground rules, action plans and tools to better improve our team's performance. Overall, our team did an excellent job from beginning to end and not only collaborated well together but did so in a way that helped each member apply their own knowledge and skills and build upon their skills.