

# DISCOVER IF YOUR GROUP IS A HIGH PERFORMANCE



# IS YOUR GROUP A "HIGH PERFORMANCE" TEAM?

Many people talk about creating or having high performance teams. Unfortunately, few really understand what high performance actually is, where it is, how to find it, who owns it, or how to keep it. The best teams in the world – those who genuinely understand creating and sustaining a high performance environment – are those who consistently demonstrate an uncompromising commitment to continuous improvement.

Great teams see success as a checkpoint - not as a final destination, but as an inevitable part of the journey and a result of their passion, determination, and selfless devotion to growth. They “live excellence” – where honesty, creativity and enthusiasm are the currency and being better than yesterday is the mantra. Think your team is a high performance team?

*(Invest five minutes to change the way you think about high performance teams.)*

## **Simply answer YES or NO to the following 20 questions:**

Question 1: Does your team have a clearly defined goal that everyone will benefit from accomplishing along with the time and resources to succeed?

Question 2: Does everyone in your team strive to learn about and apply new skills and ideas more effectively than your competition?

Question 3: Is everyone in your team aware of their defined roles and enthusiastic about the contributions they are making to the team’s overall performance?

Question 4: Does everyone in your team crave professional development and opportunities to learn, grow their skill set, and improve?

Question 5: Does everyone in your team thirst for innovation, creativity, new ideas and discovering new and better ways of doing what they do?

Question 6: Is everyone in your team as passionate about the success of the team as they are about achieving their own personal success?

Question 7: Do you measure and publish weekly or frequent performance statistics to encourage accountability and help suggest necessary adjustments?

Question 8: Does everyone in your team embrace total, uncompromising honesty about their individual and collective performance?



Question 9: Does everyone in your team not only accept but enthusiastically seek feedback, input and advice from their peers to help develop and grow themselves?

Question 10: Do the members of your team refuse to cut corners and demand standards be kept high by celebrating excellence and condemning mediocre efforts?

Question 11: Does everyone in your team strive to be unique, to be different, to take risks and to be themselves - and respect the unique talents of their teammates?

Question 12: Does everyone in your team reject the concept of THWADI – “that’s how we’ve always done it” - and are they all committed to continuous improvement?

Question 13: Does everyone in your team embrace hard work and take the initiative to do whatever is necessary to achieve both their individual and team goals?

Question 14: Does everyone in your team take time to get to know and understand their teammates personalities and what motivates them to perform to their full potential?

Question 15: Has everyone in your team taken time to identify their own passions, strengths, and motivations to consistently perform their role to the fullest potential?

Question 16: Is your high performance environment strong enough and committed enough to remain persistent and positive even in times of adversity or tough changes?

Question 17: Does each member of your team seek to inspire those around them and provide excellence, energy and enthusiasm in all that they do?

Question 18: Does your team work collaboratively and solve problems as an integrated, open minded, non-egotistical group that is focused on producing Great Results?

Question 19: Does everyone in your team work hard on their physical and mental health and their relationships to ensure they have balance and happiness outside of work?

Question 20: Does everyone in your team claim “ownership” for the culture of the team and look for ways to improve the team’s culture and performance?



# So – How did you do?

*(Score one point for each YES answer)*

**Score less than 5:** “High” Performance may be a stretch... You should consider finding new team members or scheduling an event to establish a new commitment to teamwork!

**Score 6-10:** You have the potential for High Performance, but need to get out of the routine of preferring coffee breaks over commitment and/or popularity over performance.

**Score 11-15:** You are on the way to becoming a High Performance Team... You have the desire and knowledge, but may need to inspire more commitment to put all the pieces together.

**Score 16-20:** You need to pat yourself on the back - You are part of a High Performance Team and should enjoy the fruits of your labor and consider sharing your methods with others!

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**I hope you enjoyed the quiz and have gained a few ideas about how to improve the teamwork and performance in your group.**

**If ever I can be of assistance by providing a fun [team building event](#), a two-hour [training workshop](#), or an [entertaining keynote message](#) to connect and energize your organization, just reach out and contact me!**

