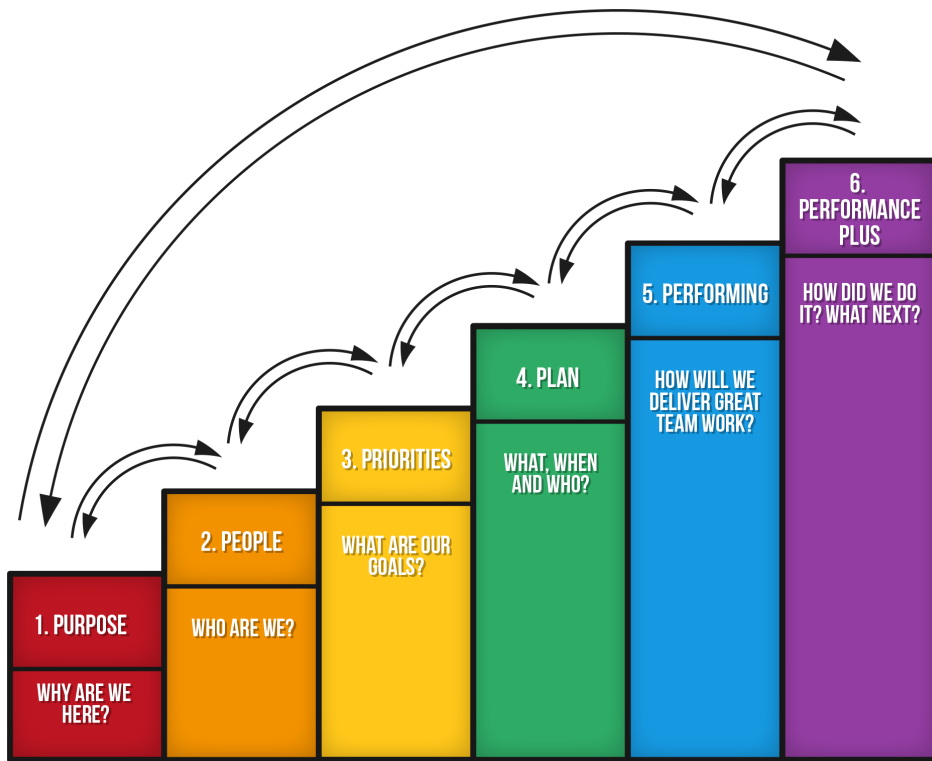


6 Step team assessment

The Six Steps to a High Performing Team ©



A high performing team will have effectively addressed each of these 6 steps:

1. Purpose – why are we here?	A feature of high performing teams is that team members are very clear and very committed to the aim or purpose of the team
2. People – who are we?	For people to work well together, it is important that they know one another's strengths, values, skills and expertise.
3. Priorities – what are our goals?	To deliver on the purpose of the team, the team needs to clarify what success with the team purpose will look like at some point in the future. What are the priorities? How will we measure our success? It will also be useful for the team to know what individual goals people have, what they want to get from their membership of the team.
4. Plan – what, when and who?	At this stage the individual strengths that team members bring can be aligned with the roles they will take in achieving the team's goals. A clear plan of action to achieve the team's goals is created.
5. Performing – how will we deliver great teamwork?	The team clarifies what processes, systems and behaviours it needs to have in place in the team for the team to succeed. This will include communication, information sharing, decision-making, conflict management etc. How the team will work effectively with stakeholders will also be considered.
6. Performance Plus – how did we do it? What next?	The team will have a process in place to regularly review its achievements, celebrate and reflect on how its success was achieved, and what to learn from it in terms of planning the next steps. It will also address any critical weaknesses or failings, and what to learn from them to create greater success.

For a detailed assessment of your team's effectiveness visit our website www.sfleadership.co.uk. In the information we provide there on team coaching we provide a sample team report summary based on our 6 step model.