

# HOW TO IDENTIFY HIGH-PERFORMING TEAMS

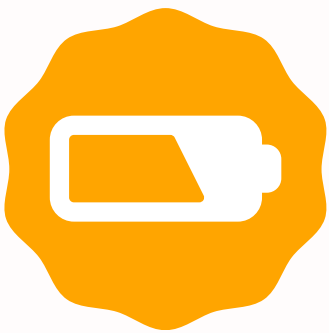


Evolve Agility



## WORKING GROUP

- Relies solely on individual contributions to elevate group results.
- Members focus on solely on their personal results.
- Difficult to chain contributions across team members
- Offers few risks – but limited scale.
- Requires strong leaders to even work.



## PSUEDO TEAM

- Team shows huge opportunity for improved incremental performance.
- Members not focused on collective performance, or aimed at achieving it.
- The sum of all the team's individual contributions is still less than what is expected of nominal teams.



## POTENTIAL TEAM

- Team shows significant opportunity for improved incremental performance.
- Members have begun focusing on collective performance impact.
- Team now requires more clarity, purpose, goals, discipline to reach the next level.
- Still working to achieve collective accountability.



## REAL TEAM

- Small number of contributors leveraging complementary skills.
- Team is committed to common purpose, goals, and workflows.
- All team members are mutually accountable.
- Strong track record of delivering results by combining skills, perspectives, and judgements.



## HIGH-PERFORMING TEAM

- Meets all the above conditions of a real team.
- Members are deeply committed to the personal growth and success of every teammate.
- Team-first mentality often yields amazing results.
- Consistently outperform other teams and deliver beyond normal expectations.

SOURCE: KATZENBACH & SMITH - TEAM PERFORMANCE MODEL



**Building high-performing teams is a skill.**



**Evolve Agility can teach you how!**



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