9 UNIQUE TRAITS of high-performing teams

HPTs - High-Performance Teams are groups or organizations that are highly focused on their goals and achieve superior business results.

What are the top 9 traits of HPTs and how can we put them into action?

TALENT MAGNET

To spot a strong team, look for the teams that everyone wants to be on.
Some people don't want to join a team that works longer and harder and has sky-high expectations.

EXAMPLE

Google recruits people who have passion, intelligence and a "learning animal" mindset.

TIP

Look for potential stars who want to be on teams with high standards where they can demonstrate their skills and have a real impact.

HEALTHY HEATED DEBATES

Heated debate doesn't cause HPTs to fragment. Instead of becoming more isolated during tough times, these teams actually gain strength and develop cohesion.
HPTs contributed more equally to the team's discussions, rather than letting 1 or 2 people dominate the group.

TIP

Talk and listen in roughly equal measure, keep contributions short. Members face one another, keep conversations and gestures energetic.

EXAMPLE

Opsware founder Ben Horowitz believes great team managers spend 90% of the meeting listening and 10% talking.

DIVERSITY

Diversity unlocks innovation and drives market growth. Most engaged teams welcome diversity of age, gender, and race, while disengaged teams may do the opposite.

EXAMPLE

Example: Apple has made diversity a priority by hiring 65% more women, 50% more Black and 66% more Hispanic employees.

TIP

TIP: Embrace diversity by putting teams together with different backgrounds, gender and strengths.

MIND READING

HPT members scored higher on a test called Reading the Mind in the Eyes - measures how well people read complex emotional states from images of faces with only the eyes visible.
People with high emotional IQ work well with others and are effective in leading change.

EXAMPLE

Google relies more on recruits with emotional intelligence rather than the grades they received in school

TIP

Find a suitable test or interview format to find people with higher emotional IQ. Ask your coworkers or friends to recommend people with high emotional IQ.

MORE WOMEN

Teams with more women outperformed teams with more men. It's not "diversity" that matters for a team's intelligence, but simply having more women. It's partly explained by the fact that women, on average, are better at "mindreading" than men.

EXAMPLE

Intel, Facebook and Google are all committed to increasing the percentage of female employees.

TIP

Hire and recruit more women on your team or company who also have other "high-performing" qualities

LASER-LIKE FOCUS ON GOALS

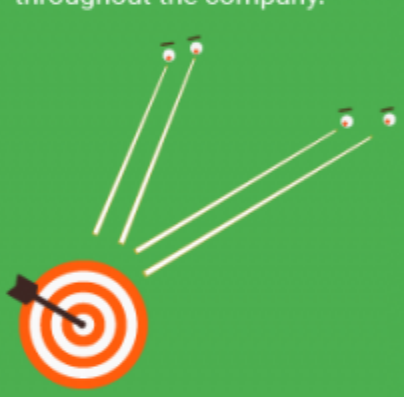
HPTs are able to keep the larger goal in view.
Members of HPTs are consistently able to put what's best for the organization ahead of their own egos.
They seek out evidence and try to remain as objective as possible. Once a decision is made, these teams are remarkably quick to rally around it.

TIP

Establish an overall goal and make it visible for the whole team. Set key metrics to measure it.

EXAMPLE

Google uses Objectives and Key Results method to set and measure their goals throughout the company.



DOING YOUR BEST EVERY DAY

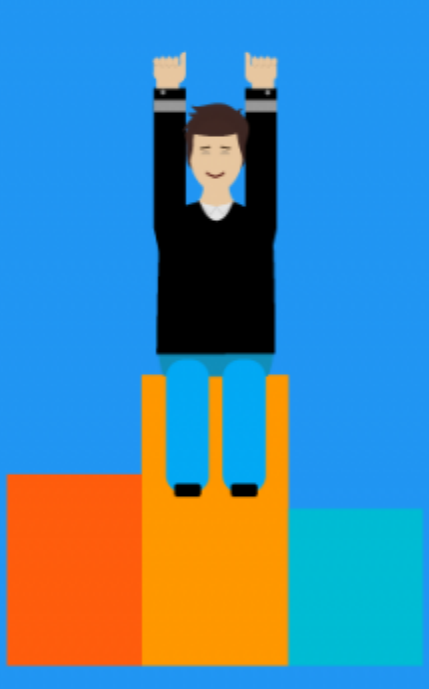
Most powerful commonality between HPTs is the belief that they are doing their best every day.

EXAMPLE

Deloitte set out a clear goal: "We want to spend more time helping people use their strengths".

TIP

Help members to define their strengths and give tasks accordingly.



WORK-LIFE BALANCE

Most successful teams have members who are highly engaged in their work and highly satisfied with their personal lives.

EXAMPLE

Mervyn Davies, former chairman of Standard Chartered's, said he took as much pride in the amount of time he spent with family as he did in his bank's extraordinary performance.

TIP

As hard as you work for the company, bring the same level of energy and intensity to your family and social life.

GROUP ENGAGEMENT OUTSIDE FORMAL MEETINGS

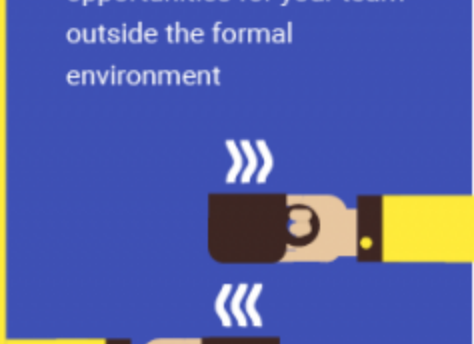
Best predictors of productivity are team's energy and engagement outside formal meetings. These two factors explained 1/3 of the variations in dollar productivity among groups.

EXAMPLE

A call center manager made the employees have a coffee break at the same time (8% efficiency increase overall, 20% increase in worst-performing teams)

TIP

Create communication opportunities for your team outside the formal environment



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