

# 12 Questions for Building a High Performing Team

The power of teamwork was proven in a very dramatic and unexpected way with the result of the Japan and South Africa pool match in the Rugby World Cup this last weekend.

Japan, the underdogs faced the seeming insurmountable odds in taking on the might of South Africa - one of the world's great rugby sides.

Japan summoned an incredible self-belief and energy in not backing down from the physicality imposed by their opponents. There is a great lesson here in teamwork for us in the workplace. Despite any obstacles, how could your team harness its resources to achieve the desired results?

Here are twelve key questions to discuss with your team:

- 1. Game plan** – what is our game plan and how are we tracking?
- 2. Strategy** – is our strategy still working or do we need to change something?
- 3. Strengths-based** – are we conscious of other team members strengths and weaknesses as well as our own? How well are we using this knowledge?
- 4. Collaboration** – how well are we collaborating with other team members to achieve our goals?
- 5. Team roles** – have we got the right people in the team doing the things they do best and are they able to rely on others to do the same?
- 6. Team Captain/leadership** – are we respectful of our team leader and show them support?
- 7. Listening and acknowledging** – are we good at listening to each other, **receiving** as well as **giving feedback** and acknowledging others? Are we able to have those courageous conversations?
- 8. Values** – how do I live the stated values of this team? If someone were observing me, would they be able to tell fairly quickly whether I was living the values and or “walking the talk?”
- 9. Fun and passion** – how are we creating a sense of passion, fun and commitment on an ongoing basis?
- 10. Responsibility and accountability** – do I play above the line and take responsibility for my actions including mistakes? Do I take ownership and deliver on what I am accountable for? Am I able to hold others to account?

**11. Post match analysis** – as a team, how well are we able to monitor and review our performance? Do we engage in regular dialogue and conversations that help the team become more match-fit and grow on all levels – physically, emotionally, mentally and spiritually?

**12. Underutilized strengths** – Do you have a strength or talent that you are not currently demonstrating in your day-to-day role? For example, you may be good at organizing events and creating a spirit of celebration. This could be an ideal time to demonstrate those skills and open up opportunities in the future.

***Image from Japan Rugby Union***

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