

MAXIMIZING TEAM PERFORMANCE

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GIANT WORLDWIDE


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Team Member	TEAM:				DATE:		Clarifying Comments/ Action Items
	Communication	Relationships	Alignment	Execution	Capacity		
	Score	Score	Score	Score	Score		


MAXIMIZING TEAM PERFORMANCE

 **Communication - 100% clarity on the expectations, needs, and tasks of each team member, as well as how to address change and conflict in a healthy way when it arises.**

- Every Team Member is truly heard and valued
- Change is communicated effectively
- The Team knows what, when and with whom to share information with
- Email and Meetings are effective and efficient
- Our Team Members know how to bring effective challenge and feedback
- Systems are in place for sharing consistent communication and expectations

 **Relationships - 100% trust that your team members' actions, motivations, and goals are genuinely done in the best interest of the team (not just themselves), as well as that each member's contributions, role, and opinions are valued and appreciated.**

- Our team likes and works well with each other
- Our team trust one another
- Our team does not have drama or gossip – we speak the truth without fear of retribution
- Conflicts and challenges are addressed timely, respectfully and in a constructive manner
- Our team speaks highly of each other

 **Alignment - 100% buy-in to your team's mission, vision, and values, as well as the role, fit, and contribution of each team member.**

- Our team believes in our mission and plan for the project
- Our team knows and lives the values of the team during daily activities
- Our team's roles and responsibilities are clear
- Our team has a defined strategy that allows us to achieve our mission
- Our team has the right people, systems and finances to deliver on the objectives for the project
- Our team believes we are aligned and clearly know how to win



Execution - 100% consistency in fulfilling responsibilities on time, on budget, and according to team goals, as well as the confidence that projects being executed are genuinely creating value, momentum, and growth.

- Every member of the team can be relied upon to follow through
- We leave meetings with clear deliverables and who is responsible
- Our team meets or exceeds our performance expectations
- Project management is a strength for our team – on time and on budget
- Our team knows when we have achieved success



Capacity - 100% confidence that your team has the time, skill sets, resources, and leadership support to fulfill their responsibilities, as well as the plan and faith for addressing future challenges and constraints.

- Our team knows who can take the reins if one of the team members is missing
- Our team has the margin to do more and capitalize new opportunities
- Our team promotes a healthy work/life balance
- Our team works from a healthy level of energy from week to week
- Our team has a strategy to multiply and scale the skills and expertise of people on the team