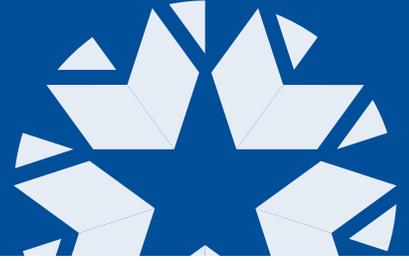


# CREATING A SHARED TEAM VISION SIGNS OF SUCCESS



## When It's Working

- Each team member knows the goals he or she is working toward and how they relate to the team's overall goals.
- Team members share a sense of purpose and ownership.
- A high level of commitment, responsibility, and accountability exists among all team members.
- Team members support—rather than compete with—one another.
- In achieving the shared vision, members are just as willing to share credit and criticism.
- Team members tend to stay late even after the workday has ended.

## When It's Not Working

- Team members have difficulty understanding how their individual goals relate to the big picture.
- Team members are focused on their own individual achievements above the overall focus of the group.
- Team members tend to compete with—rather than support—one another.
- Cohesiveness among team members is weak; individuals are focused on personal projects, sometimes at the expense of another's work.
- Team members find it difficult to share data and credit, leading to conflict and tension within the group.
- People tend to leave work early or as quickly as possible at the end of the workday.

