

LEADING A TEAM SIGNS OF SUCCESS



When It's Working

- Leaders understand their strengths and weaknesses as well as those of the team members.
- Leaders hold themselves and their groups accountable.
- Leaders can detect when there is tension and effectively intervene to resolve it at the earliest stage possible.
- Leaders create environments where people feel safe sharing ideas and bringing up interpersonal issues related to the team.
- Leaders engage others to take on tasks where they are less skilled or competent.
- Leaders are fully supportive of the people around them succeeding and taking on leadership roles.
- Leaders are fully present both physically and when interacting with team members.

When It's Not Working

- Leaders have little or no self-awareness and as a result also have little awareness of the dynamics that surround them.
- Environments of trust and psychological safety are not created.
- People are hesitant to share concerns about others' work.
- Interpersonal conflicts are avoided or work arounds are created.
- Members are more likely to blame and make excuses than take responsibility or act with accountability.
- Members are too busy to meet regularly.
- When in meetings, members are often checking email or engage in side conversations.

