



SECRETS
TO A
GOOD
TEAM

officevibe



“

Getting the right people and the right chemistry
is more important than the right idea.

Ed Catmull

**THE SMARTEST LEADERS
KNOW THAT IT'S THEIR TEAM
THAT MAKES THEM**



SUCCESSFUL

As a leader, you spend a lot of your time making sure that your team is
WORKING WELL TOGETHER.



You'll work hard to avoid any conflicts, to make sure everyone holds each other accountable, and that people are fully using their strengths.

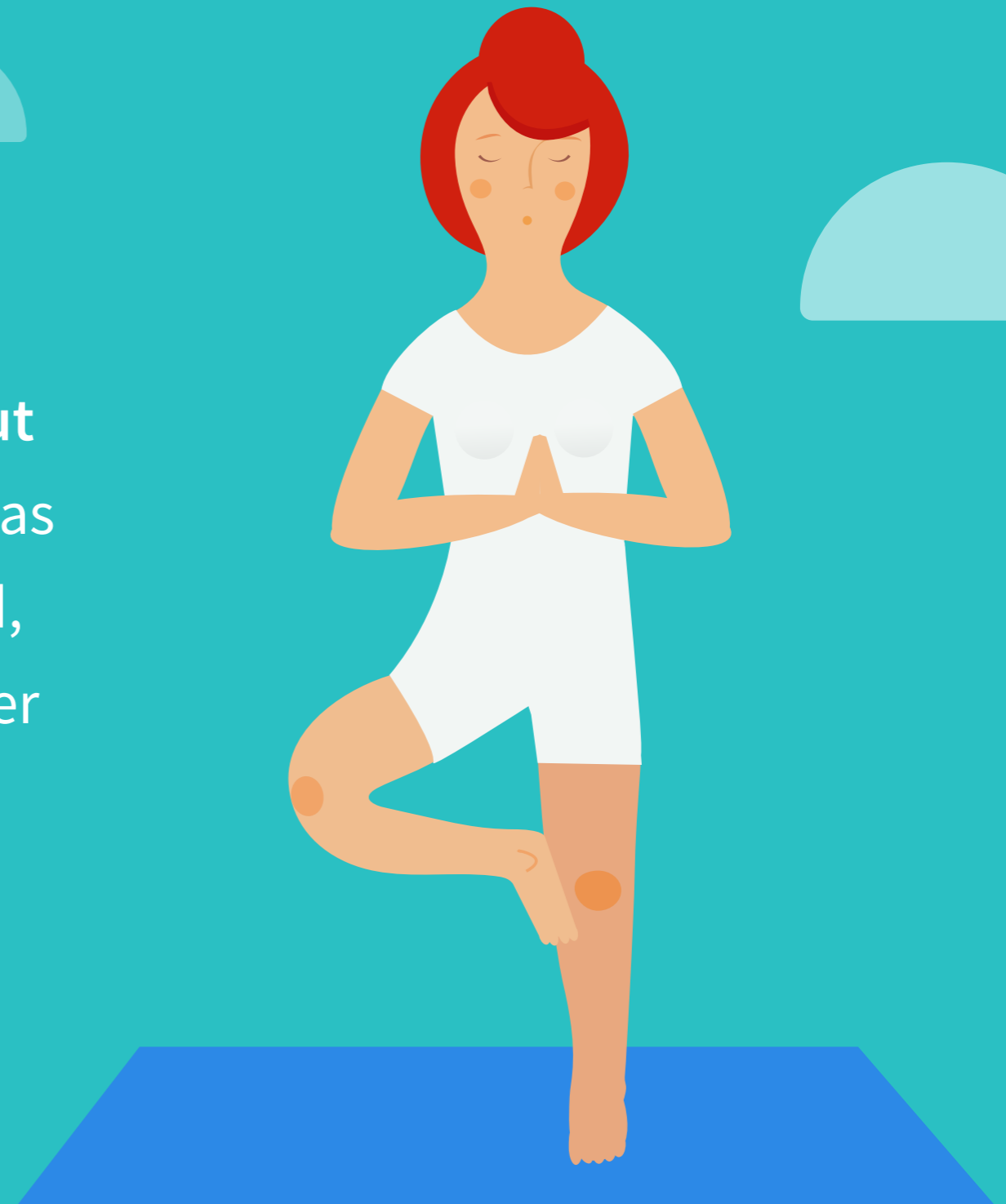
The secret to a high-performing team is if everyone
TRUSTS EACH OTHER.





Like any relationship, when there is a strong level of trust, collaboration will be strong too. The foundation of a good team (like any relationship) is that everyone is comfortable enough with each other to do good work.

They can challenge each other **without fear of retribution**, they can share ideas without the fear of being called stupid, and they can help each other get better **without embarrassment.**



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THE WORK ISSUE: REIMAGINING THE OFFICE

01 How to Build a Perfect Team

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What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.

By CHARLES DUHIGG Illustrations by JAMES GRAHAM

FEB. 25, 2016



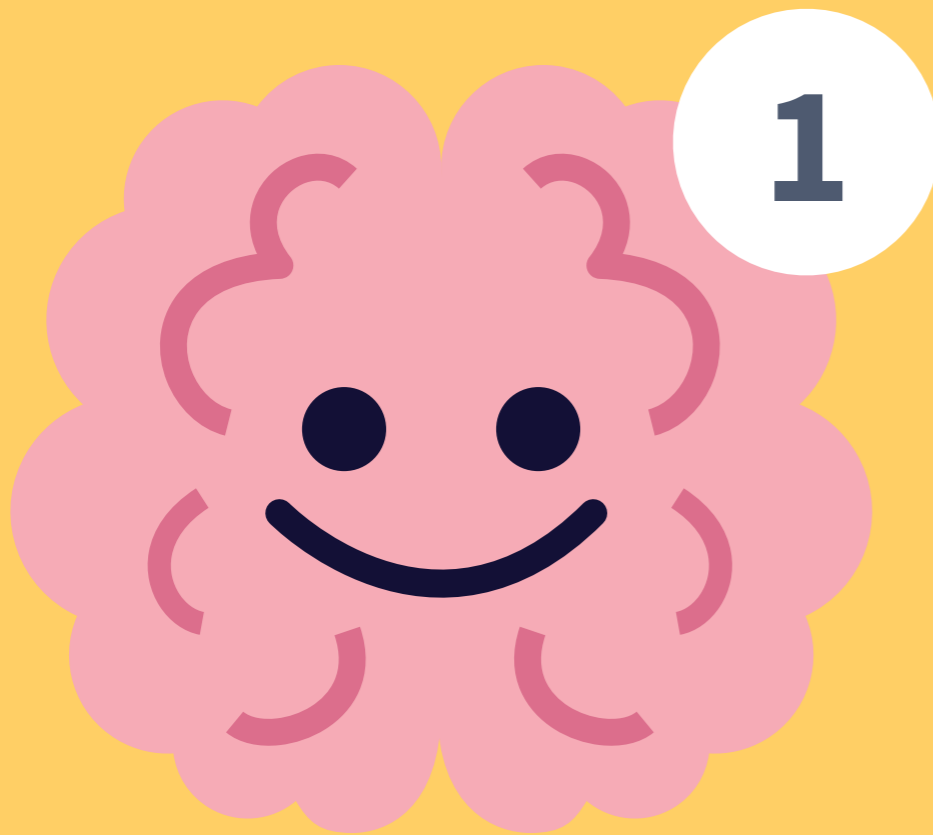
Google's project Aristotle is one of the coolest pieces of research about what makes a good team.

Google

A team of people inside Google's People Operations department studied many teams at Google to see what made them work well with each other.



Google learned that there are five key things that make for a successful team:



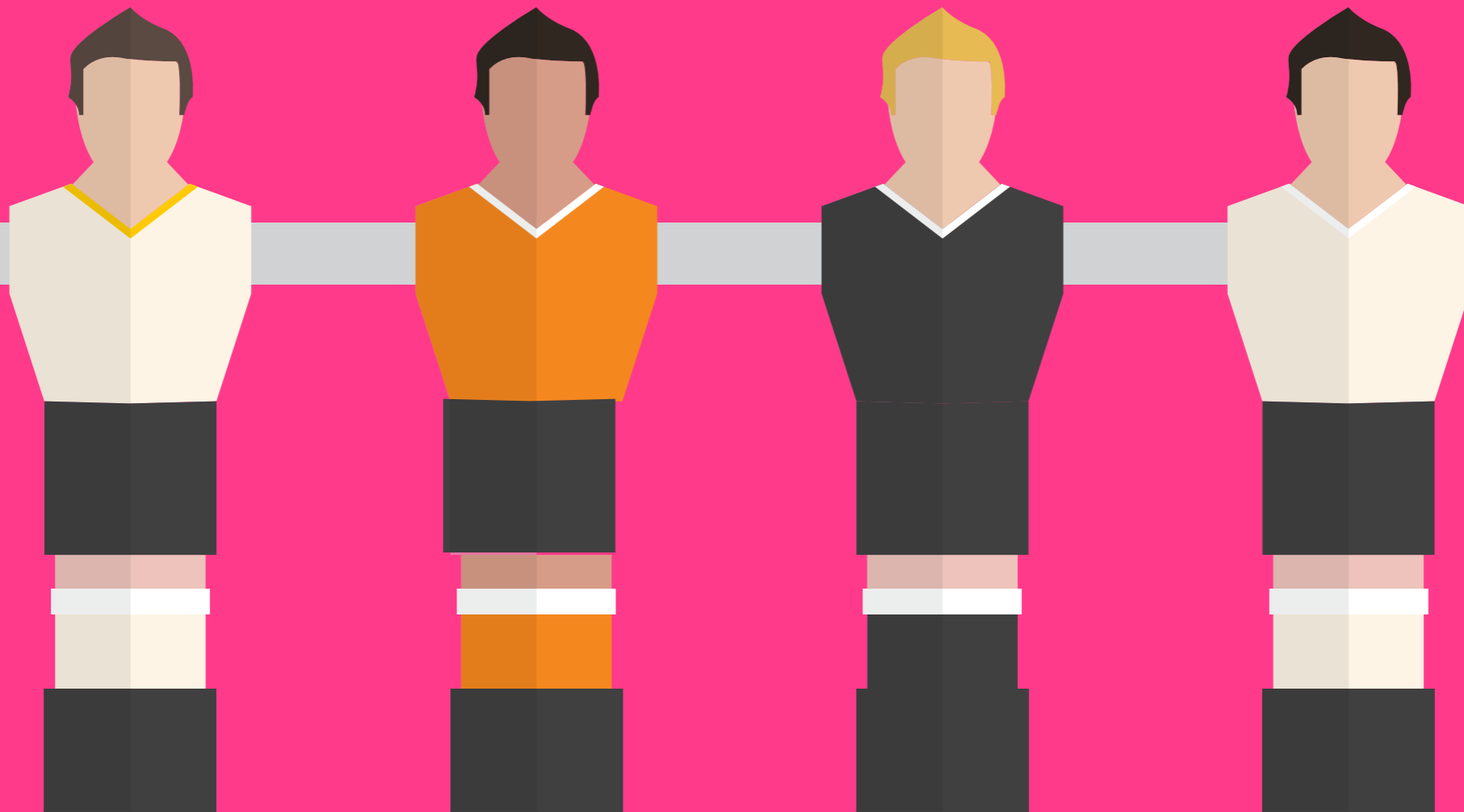
PSYCHOLOGICAL SAFETY

How comfortable do you feel taking risks on this team without feeling insecure or embarrassed?

2

DEPENDABILITY

Can you depend on your teammates and hold them accountable?



3

STRUCTURE AND CLARITY

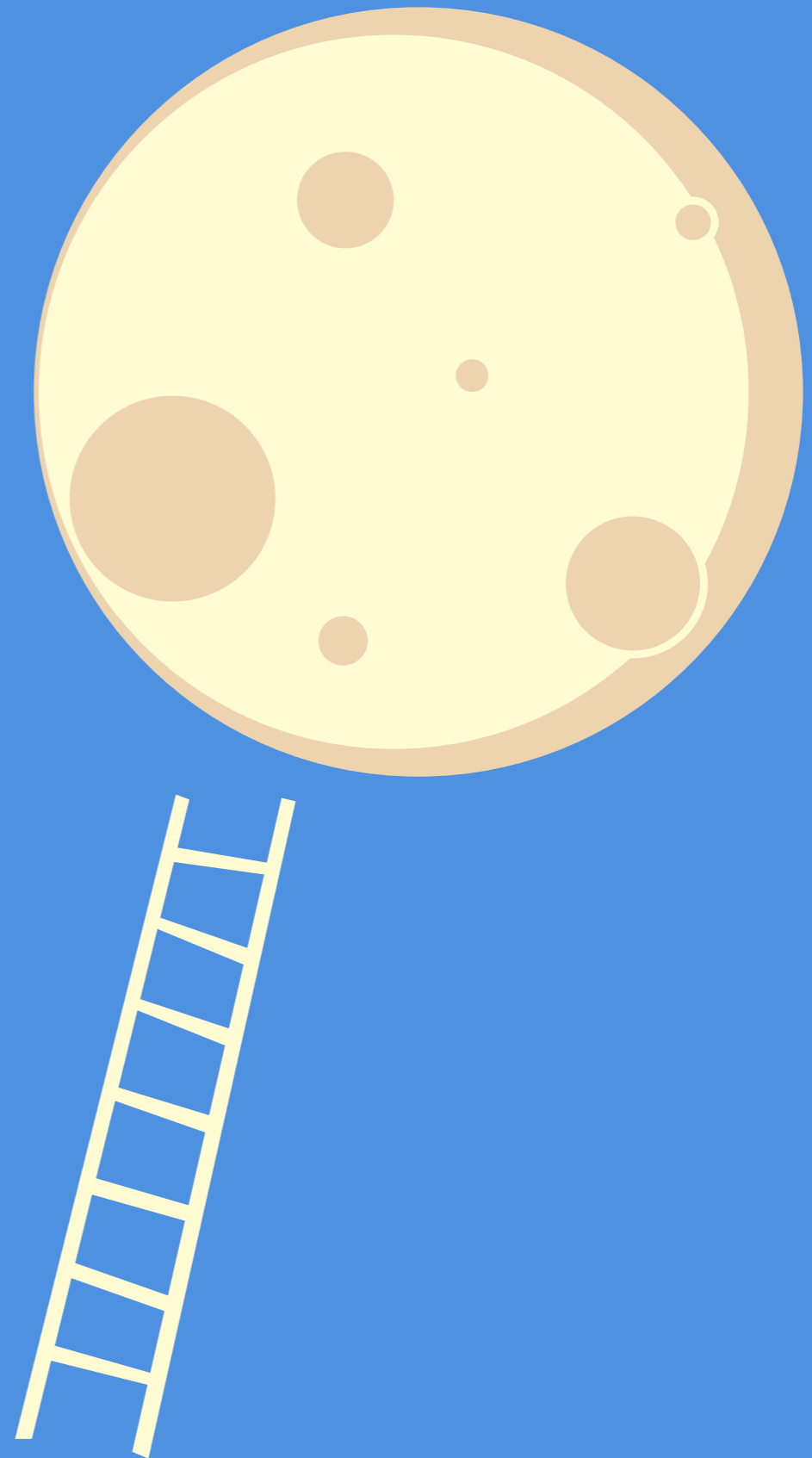
Are goals and roles clearly defined?



4

MEANING OF WORK

Is everyone on the team working
on something that is personally
important to each of them?





5

IMPACT OF WORK

Do you believe that the work you're doing matters?

They found that the first item, psychological safety,
was by far the most important on the list.

Without it, the other four don't matter.





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Have you ever held back from sharing anything at work because you were worried about how people might react to it?



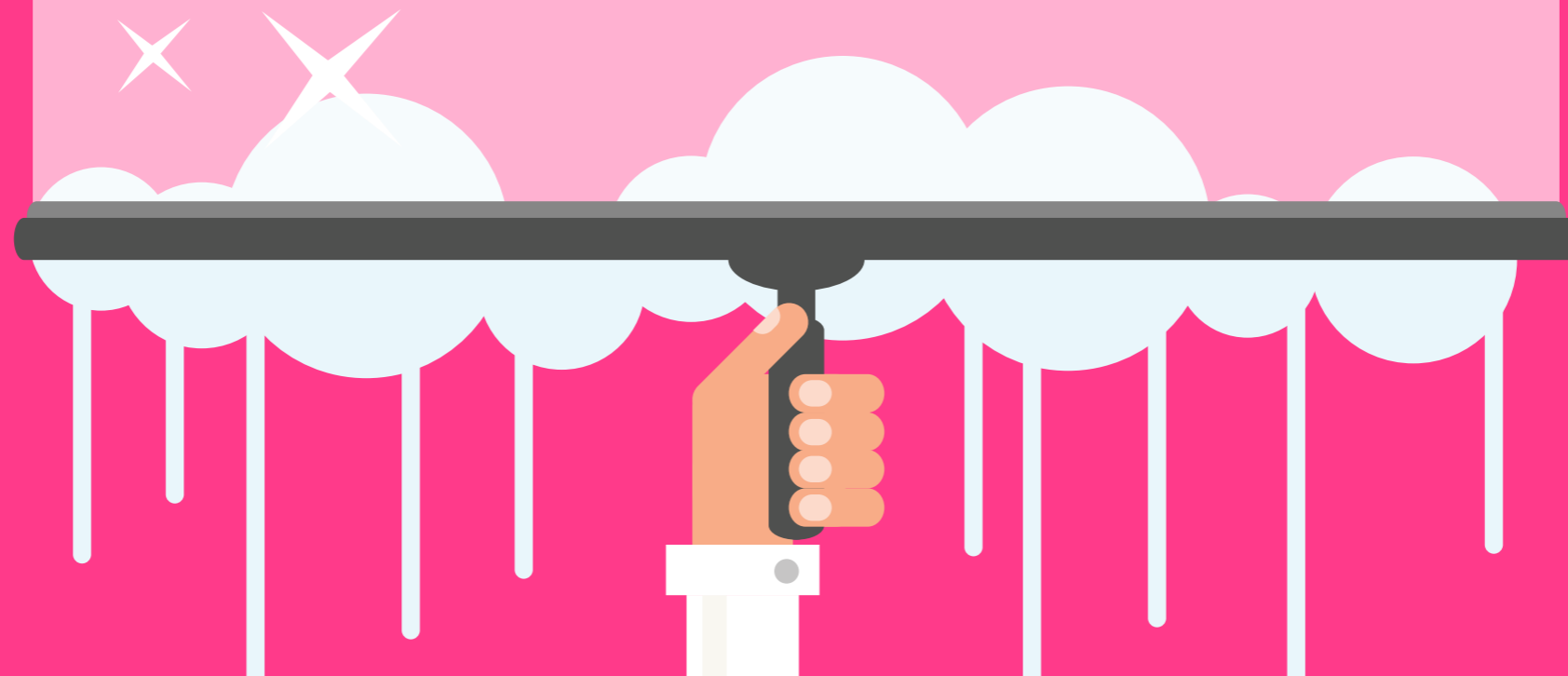
We all try to avoid any situation that will affect how our coworkers and managers perceive us.



In their research, they found that the safer team members felt with each other, the better they did in almost every area of work. They were:

1

**MORE LIKELY TO
OWN UP TO THEIR
MISTAKES**



2 BETTER PARTNERS TO THEIR COLLEAGUES





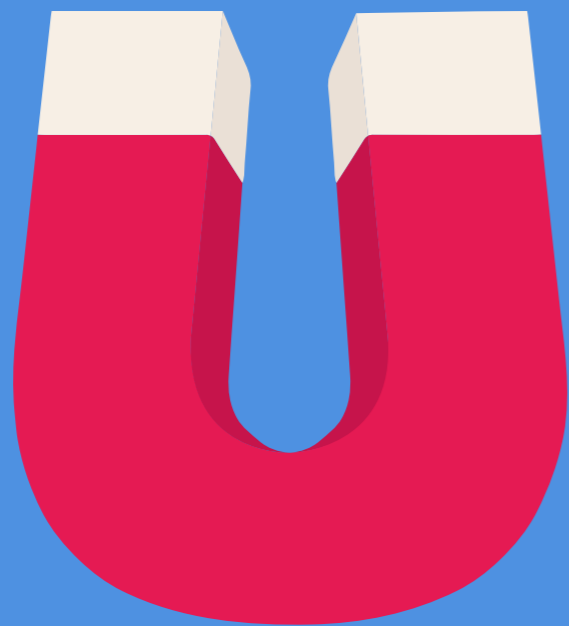
3 **LESS LIKELY TO
LEAVE GOOGLE**





4

**MORE LIKELY TO
BE OPEN TO
DIVERSE IDEAS**





So, how do we create that

FEELING OF SAFETY

on the team?





is earned and built over time, and you'll only get trust from others if you give it first.

Here are some tips on how I would build trust on the team:



1

BE A ROLE MODEL

Share a big mistake you made, or a time that you were confused or embarrassed to share work.

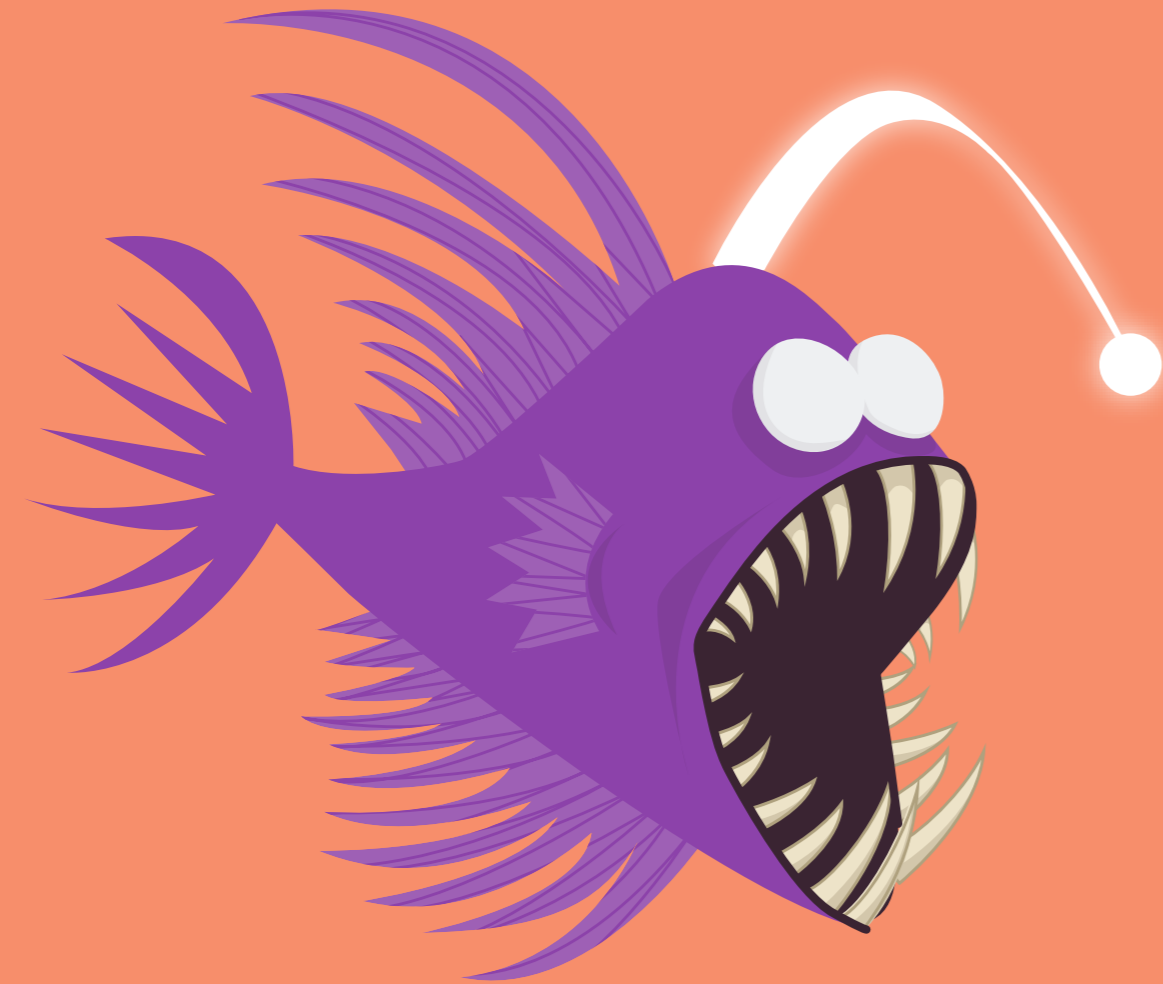
Showing that you're vulnerable and are willing to open up will set the tone for others to open up.

2

REMOVE THE FEAR

You need to work hard to make sure that no one is scared of sharing anything.

Remind employees that it's okay to fail and make mistakes, it's about learning.



3

STOP BLAMING

When something goes wrong, instead of asking “who did this?”, ask “what can we learn from this?”

Work with everyone to figure out what happened and find a way so it doesn't happen again (better documentation, more thorough checklist, etc.)

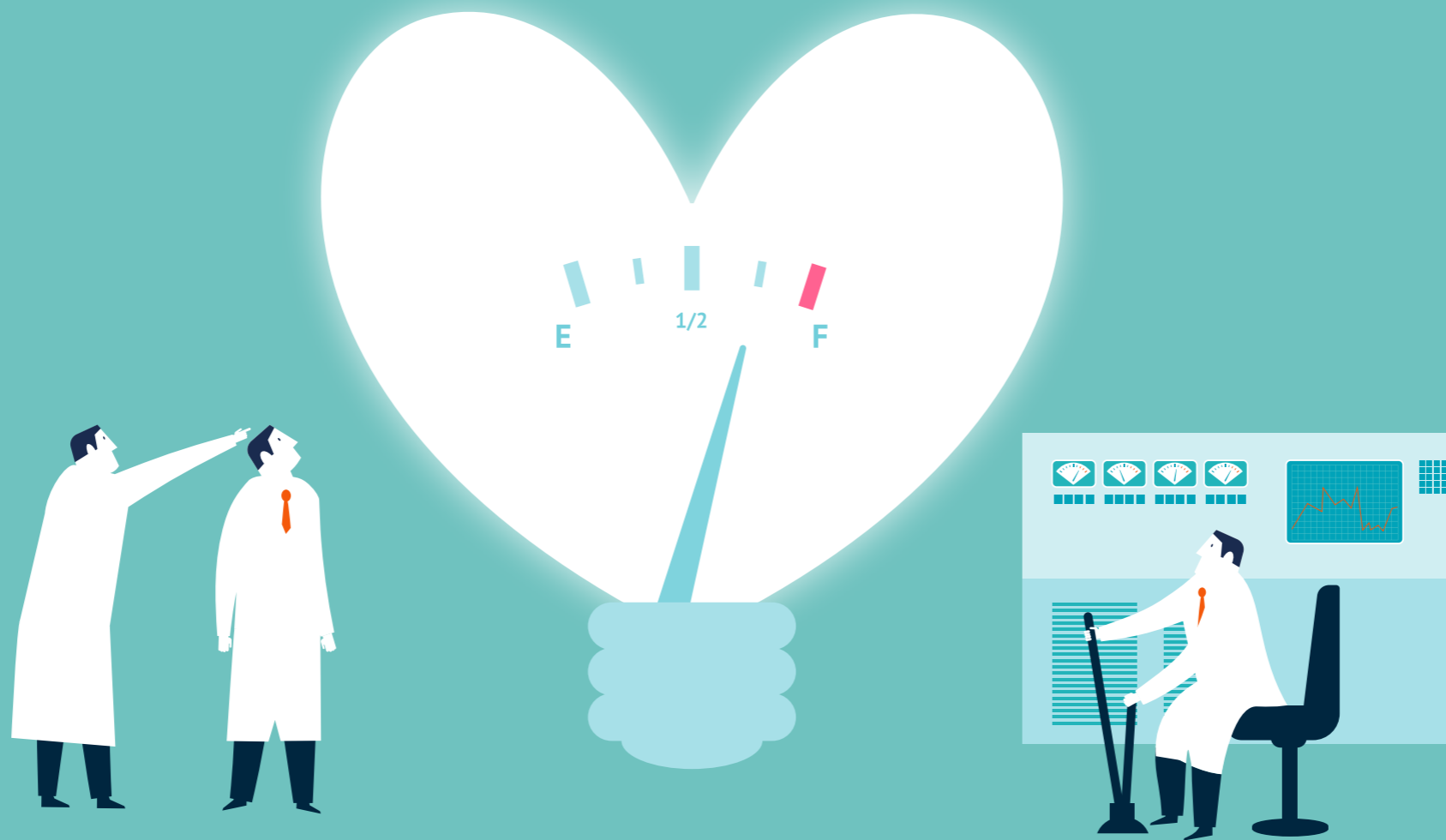


4

EMPATHIZE

As a leader, you need to be mindful of the fact that not everyone learns the same way, not everyone is interested in the same things, and not everyone is as knowledgeable as you.





Researchers at MIT and Carnegie Mellon have discovered that similar to individual I.Q., teams have their own collective intelligence.

According to the authors of the study:

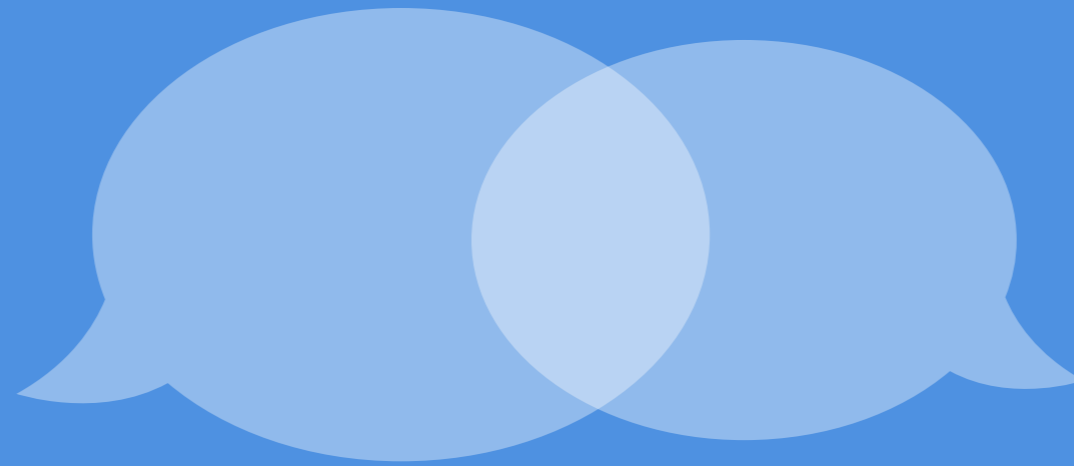
“Collective intelligence is significantly correlated to group composition, and is higher with a higher concentration of females in the group.”



Its main predictors are



- social sensitivity
- the distribution of conversational turn-taking
- the proportion of female group members



Women generally perform better on measures of social sensitivity, which makes women more valuable in the workplace.





If you want an effective team

**HIRE MORE
WOMEN**



Build an environment where teams are **comfortable sharing things with each other**. As team members **feel secure with each other** they'll work better together.





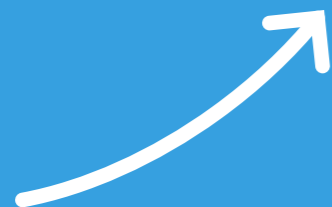
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