

Team Elements Ideas

Collaboration	Feeling appreciated	Recognition
Absence of judgment	Feeling of belonging	Challenging assignments
Interesting work	Accountability	Willingness to listen
Efficient use of time	Effective problem-solving	Clear expectations
Helpful metrics	Effective leadership	Opportunity to innovate
Equal opportunities for team members	Opportunities for growth	Opportunities to help others grow
Ability to manage conflict	Safe environments for risk-taking	Alignment with organizational goals
Fun	Shared leadership	Standard processes
Efficient processes	Productive meetings	Honest, constructive feedback
Open communication	Flexibility	Training when needed
Clear team structure	Clear roles	Sense that we “have each other’s backs”
Works that expresses people’s strengths	Appreciation for demands outside of work	Ability to be authentic
Effort distributed equitably	Right talent in right seats	Timeliness
Attention to deadlines	Attention to detail	Attention to goals
Understanding how our contribution impacts the larger organization	Judgment-free brainstorming	Resources distributed fairly
Prioritization of family	Supportive culture	Striving for excellence
Psychological safety	Healthy debate	Shared values
Inclusiveness	Appreciation for different ideas	Diverse perspectives
Time together socially	In-person interactions	Respect for others’ time
Collegial atmosphere	Healthy competition	Lack of competition
Giving credit where credit is due	Sense of accomplishment	Ownership of mistakes
Honesty	Respect	Independence
Learning from mistakes	Accuracy	Laughter
Compassion	Shared Team Vision	Effective team strategy




Team Elements Blend®

Choose elements essential to your satisfaction the team and write it on the line.

Determine your current and desired level of satisfaction you need on that element. Finally, calculate the gap.

Don't create the blend that someone else thinks you should have or create one worried about what others will think.

Don't try to squeeze multiple elements into one space. Find those most meaningful for you and your fulfillment.

-  = **Current**
-  = **Desired**
-  = **Difference**

