

Team Development Toolkit: Performing



Definition	Conflicts have been resolved, processes are in place, and the team is working at peak performance. The team works in a trusting atmosphere where flexibility is key and hierarchy matters very little.
Current State & Future Stage Goals	Sustain high performance, optimize workflows, and encourage growth.
Looks, Sounds, Feels Like	• Peak Performance • Collaboration Toward Common Goals • High Productivity • Achievements • Independence within the Team
Tips	• Empower members to do work that engages them individually as well as a group. • Remember that a group is strengthened as its individual members do more of what matters to them and are engaged in creating the change they want to see.
Actions by Stage View Performing Resources on the Team Development Toolkit webpage.	• Team Work Plans & Agency Work Plans ◦ Use these to set and achieve interdependent goals. • Set goals and keep track of key metrics in your agency. • Plan, Do, Check, Act (PDCA) cycle ◦ Keep growing and stretching as a team with Continuous Improvement. • Eisenhower Box ◦ Optimize your team performance by prioritizing work.

Unsure of which stage your team is in? Complete a [Team Development Stage Assessment](#).