

The 5 Building Blocks of Resilient Teams

Team Resilience is the secret ingredient of extraordinary team achievement. Highly resilient teams have deeply engaged members, perform consistently over time and deliver superior business results. To cultivate team resilience, target these pillars.



DIRECTION

Direction means having the same shared purpose. When was the last time your team discussed what its purpose was? Did teammates all say the same thing, or did they disagree about the vision or strategy?



CONNECTION

Connection is about trust and psychological safety. Do your team members feel they have one another's backs? Are they able to surface and resolve conflict productively, or does it devolve into interpersonal drama?



ALIGNMENT

Alignment is twofold: your team's alignment with other teams in your organization, and its alignment with external customers. Does your team get and give the support needed to drive larger organizational success? Does the team stay in sync with the industry?



PERFORMANCE

Performance involves putting the process in place to support your team's best work. Are your meetings productive? Do you have a workflow management dashboard? Are you able to prioritize effectively?



ATTITUDE

Attitude is about commitment to being a part of the team, optimism and a spirit of transparent learning and growth. Do team members show up every day giving 110%? Do they feel psychologically safe enough to share new ideas and admit mistakes?

