

The **hidden elements** of team dynamics

There are seven elements to **high-performance** in teams:



Trust

Support for team members with an open sharing of ideas, concerns and beliefs



Team orientation

Commitment and loyalty to each other



Communication

Full participation so everyone can understand the team's goals, plans and progress



Conflict management

Able to get multiple, often competing views on the table and resolve with maximum buy-in



Process

Productive use of meeting time to gather ideas, prioritise and act



Alignment

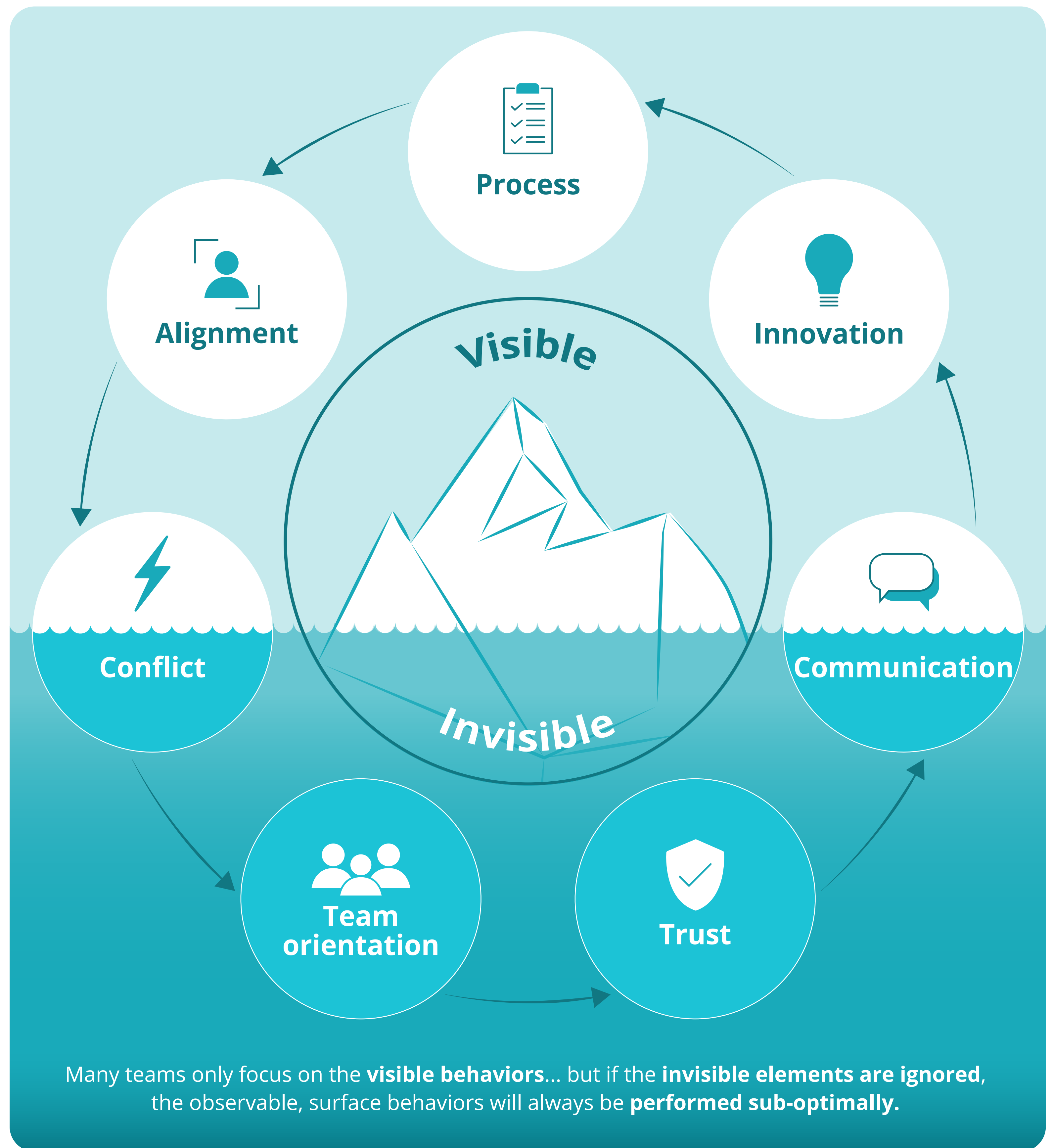
Shared sense of purpose and a clear vision of the team's mission



Innovation

Receptive to opportunities for change in response to market trends and organizational climate

However, they're not all **visible behaviors**...



Many teams only focus on the **visible behaviors**... but if the **invisible elements** are ignored, the observable, surface behaviors will always be **performed sub-optimally**.

Here are three ways you can use personality insights to **improve your team's performance**.



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