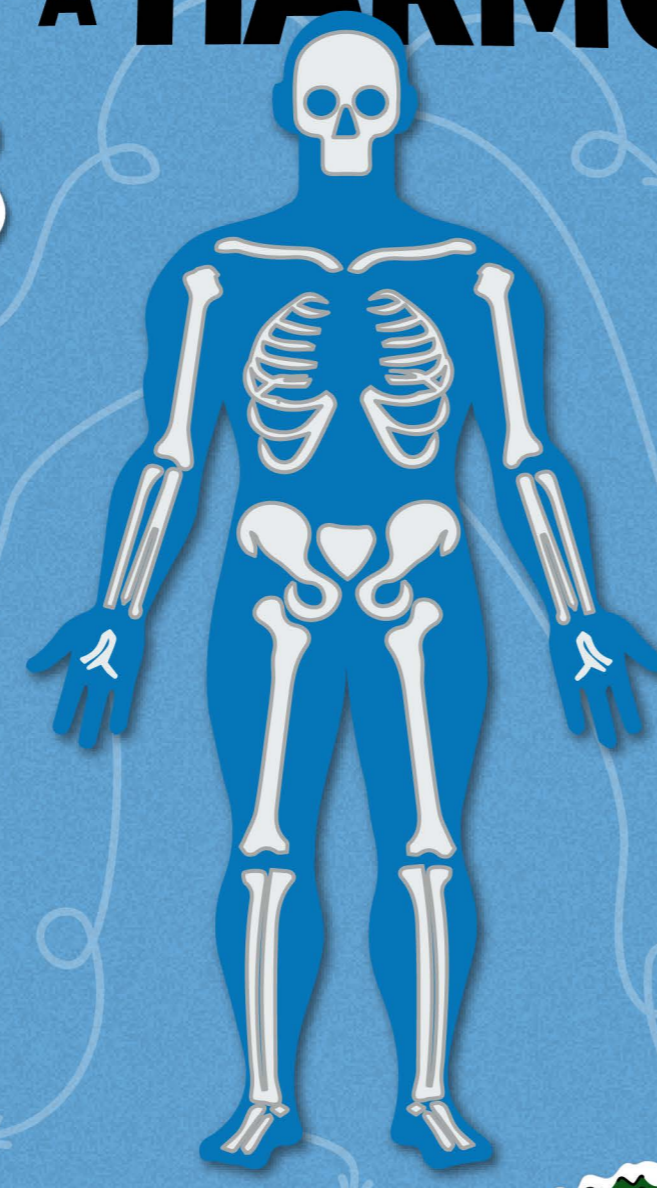


THE ANATOMY OF A HARMONIOUS TEAM



HELLO I'M THE BRAIN

EFFECTIVE COMMUNICATION & FEEDBACK

THE CONTROL CENTER.
GUIDES INTERACTIONS, DECISIONS, AND GROWTH.

Quick Stat: According to a study by PwC, nearly 60% of surveyed employees stated they would like feedback on a daily or weekly basis—a number that increased to 72% for employees under 30.^[2]

HELLO I'M THE HEART

PSYCHOLOGICAL SAFETY

THE CORE OF EVERY TEAM.
ENABLES VULNERABILITY, TRUST, AND OPENNESS.

Quick Fact: A study from Google's Project Aristotle found that psychological safety was the most important factor in creating successful teams at Google^[1]

HELLO I'M THE HANDS

COLLABORATION & TEAMWORK

WHERE INDIVIDUAL STRENGTHS COME TOGETHER TO BUILD A BETTER TEAM.

Quick Stat: Companies that promote collaborative working are 5 times more likely to be high-performing.^[4]

HELLO I'M THE FEET

ADAPTABILITY & FLEXIBILITY

MOVING FORWARD.
ADJUSTS TO CHALLENGES AND CHANGES.

Quick Fact: higher levels of adaptability are associated with greater levels of learning ability and better performance, confidence, and creative output.^[6]

HELLO I'M THE EYES

VISION & GOALS

THE DIRECTION.
KEEPS THE TEAM FOCUSED AND ALIGNED.

Quick Tip: Regularly revisit team goals to ensure alignment and motivation.

HELLO I'M THE EARS

ACTIVE LISTENING & EMPATHY

TUNED TO TEAM NEEDS.
ENSURES EVERY VOICE IS HEARD AND VALUED.

Quick Insight: Active listening reduces misunderstandings by According to the Harvard Business Review, active listening is a hallmark of effective leadership, with leaders who listen well rated as significantly more effective than those who don't.^[5]

HELLO I'M THE SPINE

TEAM NORMS

THE BACKBONE.
PROVIDES STRUCTURE AND ALIGNMENT.

Quick Highlight: Among teams with high levels of inclusive norms, 75% of employees report high levels of team innovation, compared to only 16% of those with low levels of inclusive norms.^[3]

SOURCES

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Team Norms
[3] Drawing from data collected through the Catalyst Inclusion Accelerator—a diagnostic tool that evaluates and monitors inclusion at work

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[4] Institute for Corporate Productivity (i4cp) and Rob Cross, Edward A. Madden Professor of Global Business at Babson College (2015).

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[5] Harvard Business Review.

Adaptability & Flexibility
[6] Robert E. Ployhart and Paul D. Bliese, "Individual adaptability (I-ADAPT) theory: conceptualizing the antecedents, consequences, and measurement of individual differences in adaptability," pp. 3–39, from C. Shawn Burke, Linda G. Pierce, and Eduardo Salas, eds,

