

Competency Framework

Teamwork

Level	General Meaning	Teamwork is where a group of people deliver more value & more quickly than a group of individuals. Effective Teamwork involves 7 essential qualities; 1. Having a common purpose, 2. Crystal clear roles, 3. Accepted leadership, 4. Effective processes, 5. Solid relationships, 6. Excellent communication, and 7. Feeding back to each other.
4	Fully delivering	<p>A High Performing Team</p> <p>The team are demonstrating the essential qualities consistently, such as discussing their common purpose, debating their roles, accepting leadership, having effective processes, created solid relationships, delivering excellent communication, and feeding back to each other.</p>
3	High level of delivery	<p>Most of the essential qualities of teamwork are being demonstrated consistently</p> <p>The team are consistently demonstrating 5 of the essential qualities of teamwork. For example feedback is happening regularly, and there is no distrust between team members.</p>
2	Some delivery	<p>Some examples of the essential qualities of teamwork are happening consistently</p> <p>The team are consistently demonstrating 3 of the essential qualities. For example they discuss their common purpose, and/or they have discussed their roles to achieve real clarity.</p>
1	Early stages of delivering	<p>Some early signs of being a team</p> <p>The group are showing some early signs of being a team. Demonstrating some of the essential qualities of teamwork, but on an infrequent basis.</p>
0	Not delivering	<p>Described more as a group than as a team</p> <p>No essential qualities of teamwork being demonstrated; No common purpose, no crystal clear roles, no accepted leadership, no effective processes, no solid relationships, no excellent communication, and no feedback to each other.</p>

Achieve more as a team with our Team Building product: <http://www.makingbusinessmatter.co.uk/training-courses/team-building-training-course-outline/>