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What Does a Healthy Team Look Like?

How healthy is your team? The key to building a healthy team culture lies in how well you understand one another and work together toward common goals. It sounds simple, but it requires communication among individuals from different backgrounds, education levels, skill levels, and areas of expertise. That can be a sensitive balance.

Many factors are hallmarks of a strong, productive, healthy team. You can take its temperature by checking these points:

- First and foremost is that common goal. Knowing what is important to the team and instilling an attitude of partnership and trust says, “We are in this together,” and helps you all focus on building a better future.
- Equally important, your team members care for one another as individuals but are still willing to put the best interests of the team ahead of individual rights.
- In day-to-day interactions, helping others to be excellent—rather than making them wrong—creates an environment where communication is positive, drama is eliminated and small upsets are resolved amicably.
- Team members are willing to struggle and grow together. In teaching and learning from one another, you build the ability to handle challenges together, as well as the ability to recover quickly.
- Everyone is willing to invest time and energy in your shared goal.
- Each member has a role that fits his or her talent and the needs of team.
- Finally, each of you knows what is happening in the team; thus keeping yourselves focused on achieving that common goal.

If it is truly healthy, your team is more than a group of outstanding performers. You become a community based on fairness and a desire to see one another succeed. With that outlook, your team and the practice you support will flourish.

“We don't accomplish anything in this world alone ... and whatever happens is the result of the whole tapestry of one's life and all the weavings of individual threads from one to another that creates something.” ~ Sandra Day O'Connor