

*Inspired Reading for your Leadership Offsite*

**8 Tips to Help your Team Pay Attention to Results**

Teams need to be focused on results because your organization would not exist without them. If your team cannot deliver the performance outcome (results) you need to accomplish your individual and team goals, then you will not achieve the mission. For example, if your team struggles with accountability, they will undoubtedly experience inattention to results.

Each team member has a responsibility to lead in their area. When your team takes action to resolve dysfunction from the root of the problem, your team will see positive results, and your team’s productivity will skyrocket.

**“To achieve results. This is the only true measure of a team.”**

***- Patrick Lencioni.***

Teams that focus on results are teams that have high accountability, have a clear understanding of the team’s mission and vision, and clearly articulate the goals that will produce results needed to accomplish the mission.

When leadership teams focus on results, they can use data to make informed decisions about what steps are necessary to change the outcome positively.

**8 Tips to help your team pay attention to results**

1. **Keep The Focus on the Goal and the Mission:** Above all, your team is working to achieve its mission, so, therefore, the focus must be centered on the goals that will help the team to accomplish this mission.
2. **Collect and make use of feedback:**Receiving input from others on and outside the team is a great way to encourage increased accountability.
3. **Embracing failure leads to a success mindset:**Winning is great, but eventually, everyone fails. There’s nothing to be afraid of when you fail except if you fail to learn from it and become more effective.
4. **Develop guiding principles and a set of key characteristics for yourself and your team:**Encourages all teams to develop a set of guiding principles that tell you precisely what you should be doing and why and a part of that is having a set of key characteristics that will unite your team as it works to accomplish the team’s mission.
5. **Develop Critical Actions for your team members:**Develop at least three critical actions that every person can take to accomplish the mission. By having a set of critical actions to follow, your and your teams’ accountability will increase.
6. **Maintain a result-oriented team culture:** Establishing a team culture that encourages team members to reflect on how their actions and priorities align with the overall team results help to create a results-oriented foundation.
7. **Celebrate small successes:** By breaking down big goals into manageable tasks, smaller goals with visible results can give confidence and help your team become persistent in moving towards the overall goal.
8. **Remind people of their contributions:** Remind people regularly of how their work is contributing to the team.

**Questions to Ponder:**

**1. Which of the 8 tips above is your team currently practicing?**

**2. Which tip(s) would have the biggest impact on your future success?**