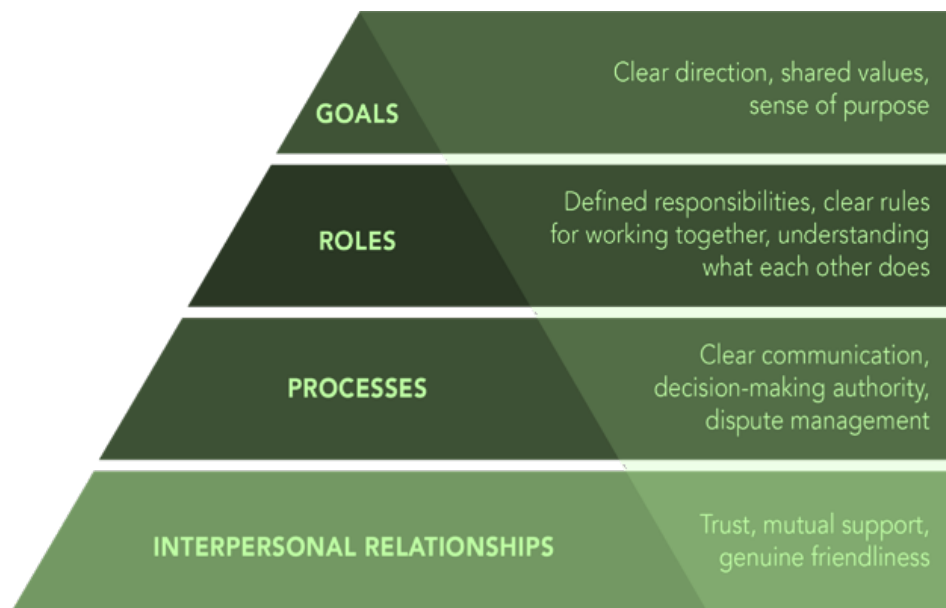# The Matrix Mindset: Thriving in Matrix Teams

The GRPI Model offers a visual overview of the complexities of working in a matrix environment, and the need that team members have for clear goals, roles, workflow processes and healthy and positive interpersonal relationships:

!0 Matrix Team Rules of Engagement

1. Progress in matrix teams depends on trust, communication, and collaboration.
2. Work on continuously clarifying project goals as they change
3. Strive to reduce duplicity of roles through clear and open communication.
4. Both goal and role clarity are hard to align and are correlated to high engagement. Try to get those clear.
5. Self-accountability and talent replace power and control on matrix teams.
6. Create clarity where you can but don't obsess over it.
7. Trade-offs and problems are normal—but escalating problems need to be flagged.
8. Most conflict is around the "processes" or "how" part of the GRPI.
9. Conflict is ok if it can be resolved.
10. To achieve greater team alignment, clarify the client vision, and create core strategies to achieve it.