

Working Agreements Canvas for High-Performing Teams

Team
Name:

Atmosphere

How will we build an atmosphere of cooperation, support and encouragement?¹

Safety

How will we create the safety required for team members to bring their whole selves to work and freely share their ideas?²

What else?

What else is important in how we work together?

Decisions

How will we make decisions?³

Roles

What is each person's role and what are they responsible for?⁸

Vision

How will the world be different as a result of our success?⁴

Debate

How will we bring our diversity to bear through genuine constructive conflict and lively debate?⁵

Feedback

How and when will we provide each other with feedback?⁶

T-Shaped

How will we grow into T-Shaped team members, building resiliency around specific skillsets?⁷

**Each question in this canvas is based on the latest research into what it takes to foster the growth of high-performing teams.*

1: "High Performance Teams: What the research says" by David Wilkinson, –The Oxford Review Feb 2019

2: "Project Aristotle - What Google Learned From Its Quest to Build the Perfect Team" - The New York Times 2016

3: Brassel, S., Van Bommel, T., & Robotham, K. (2022). Three inclusive team norms that drive success. Catalyst.

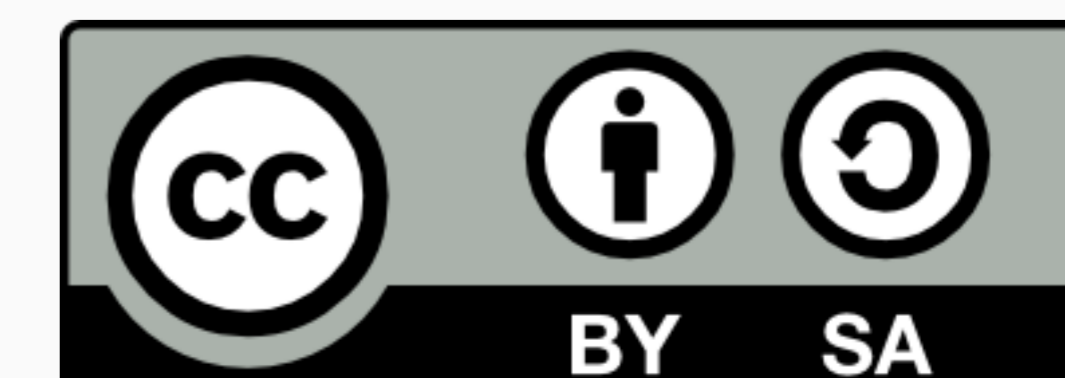
4: "High Performance Teams: What the research says" – The Oxford Review Feb 2019

5: "Group decision-making. What the latest research says" – The Oxford Review Dec 2019

6: Brassel, S., Van Bommel, T., & Robotham, K. (2022). Three inclusive team norms that drive success. Catalyst.

7: "Group decision-making. What the latest research says" – The Oxford Review Dec 2019

8: "Collaboration in project teams: The role of mastery and performance climates" - Caniëls & Chiochio Jan 2019



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