

**High achieving
teams openly
discuss and
practice the
5 behaviors.
Each builds
on the other.**



Focus on delivering measurable results

- collective and individual accountability
- feedback

To take accountability requires prior commitment

Actively holding ourselves and team members accountable to decisions

Commitment follows healthy conflict

- Hear all -> Disagree -> Decision -> Buy-in

Healthy conflict implies candid debate

- Trust to speak opinion without fear of retribution

Building trust requires vulnerability

- Courage to risk