

Are you being an **EFFECTIVE** New Leader with your team?



DIRECTION

Does each and every person on your team agree with what the team is trying to achieve and believe that the goal is worthwhile?

Have you painted a picture so everyone agrees what success will look like?

Do people on your team have varying opinions on what success is or what the end goal is?

ALIGNMENT

Does each person know his or her role and responsibilities, as well as know what others are doing?

Does each person understand what “excellent” performance means?

Do some people in your group feel isolated, don't know what is happening and have varying opinions about what excellent performance is?

COMMITMENT

Is each person dedicated to the work and committed to the team?

Is the success of the team, more than any individual praise, the top priority?

Are people more self-interested than team-focused?

If you answer yes ...

Good. Unanimous understanding of a common goal is key.

It's your job as the leader to make the direction clear.

You don't have direction. Take action now so every team member is in mutual agreement on the end goal.

Disagreements, confusion and a decrease in productivity occur when clarity is lacking.

Setting the bar at the beginning prevents awkward confrontations later.

You don't have alignment. Call for a team meeting where you set expectations. Make a consistent time for your group to meet, give updates & communicate.

Buy-in and genuine motivation from your team members improves the quality and timeliness of the work.

It is your responsibility to check in with your team, both individually and as a collective.

You don't have commitment. Determine how to flip your relationships so your team members don't act as individuals but as a unit.

