

# CONDITIONS NEEDED TO ENSURE EFFECTIVE TEAMS

**Shared  
Vision /  
Common  
Goal**

**Meaningful  
opportunities  
for input**

**Recognizing  
and using the  
skills of the  
team**

**Knowing  
the why /  
having  
context**

**Providing  
tools and  
resources for  
success**

**Autonomy  
and  
empowered  
staff**

**Openness  
to  
feedback**

**Clear  
communication and  
expectations**

**Support  
for equity**

**Passion  
for the  
mission &  
buy in**

**Clear  
expectations**

**Psychologically safe  
environment -  
demonstrated by  
leadership**

**Culture of  
value and  
respect**

**Skill  
development**

**Diversity in  
skills,  
knowledge,  
etc.**