



Work as one team,  
fit for future changes



A positive team culture contributes to higher levels of motivation, engagement and productivity as well as better outcomes for the organisation.

## Creating a positive team culture

Team culture is how individuals within a team communicate, collaborate, make decisions and resolve conflicts. It refers to the shared values, beliefs, attitudes and behaviours that characterise how members of a team interact with one another and approach their work. It is also an output of our wider organisational culture - 'the way we do things here'. A strong and positive team culture creates a sense of belonging, trust and cohesion among its members and provides a framework for understanding expectations, aligning goals and working towards a common purpose.

**As a team, use these questions to reflect.**

**The aim is to open up conversations that will help you build on a positive team culture.**

### Communication

Does your team have an **open and honest** line of communication?

Are team members able to **share** ideas and **value** one another's feedback?



### Innovation

Does your team culture foster an environment for **creativity** and **innovation**?

Do team members feel **empowered** to take risks and explore new ideas?



### Collaboration

Do team members work together **effectively**?

Do they leverage each other's strengths and **support** one another?



### Respect

Is there **mutual respect** among team members, **regardless** of differences in background, experience and perspective?



### Inclusivity

Does your team **value** diversity?

Are all voices **heard** and **respected**?



### Accountability

Do team members hold **themselves** and **each other** accountable for their actions and commitments?



### Continuous improvement

Is there a focus on **learning** and **development**?

Is there a willingness to **adapt** and **improve** processes over time?



### Recognition

Does your team acknowledge and **celebrate achievements** and **contributions** to help promote a positive and supportive atmosphere?



Building and maintaining a strong team culture requires ongoing effort and commitment from all team members. It involves fostering trust, promoting clear communication and actively reinforcing shared values and behaviours.

Investing in your team culture can create an environment where individuals thrive, collaboration can flourish and goals can be achieved more effectively.