Crystal Clear Roles

High performance teams are also characterized by crystal clear roles. Every team member is clear about his or her particular role, as well as those of the other team members. Roles are all about how we design, divide, and deploy the work of the team. While the concept is compellingly logical, many teams find it very challenging to implement in practice. There is often a tendency to either take role definition to extremes or not take it far enough. When they get it right, team members discover that combining roles more effectively and leveraging their collective efforts is critical to synergistic results.