

High Performing Team – Snapshot Indicator Checklist

Date: / /

Use the 11 characteristics of a High Performing team from Schroders High Performance Management Competency Framework listed below to review, reflect and provide an indicator score on your team's overall strengths and performance. The Snapshot indicator checklist can be used as a team or individually as a leader and can be used twice a year to review progress. Keep copies of all your reviews to ensure progress can be tracked and include comments and recent examples of where characteristics have been demonstrated.

	Seeks Information	The team is constantly seeking information to validate new ideas and concepts for improvement.	Your Score (0-5)	<i>insert comments/examples</i>
	Forms Concepts	New ideas, models and prototypes are developed and supported across the team.	Your Score (0-5)	<i>insert comments/examples</i>
	Conceptual Agility	The team is open to exploring and discussing the feasibility of new and refined concepts.	Your Score (0-5)	<i>insert comments/examples</i>
	Influences	The team is united, consistent and credible with their outputs and is able to influence and inspire others.	Your Score (0-5)	<i>insert comments/examples</i>
	Builds Confidence	The team is stimulated and encouraging of each other to deliver. The team rally's to support each other.	Your Score (0-5)	<i>insert comments/examples</i>
	Inspiring Communicator	The team communicates extremely well, everyone is engaged and connected.	Your Score (0-5)	<i>insert comments/examples</i>
	Empowers Action	The team is action orientated, moving and continuously progressing forward.	Your Score (0-5)	<i>insert comments/examples</i>
	Measures & Manages Performance	The teams performance measurements are established, everyone is clear and focused on how they contribute to the teams overall performance.	Your Score (0-5)	<i>insert comments/examples</i>
	Enables Openness	The team is encouraging and open discussions are natural across the team.	Your Score (0-5)	<i>insert comments/examples</i>
	Facilitates Interaction	The team is connected and everyone gets to have there say in a supported and safe environment.	Your Score (0-5)	<i>insert comments/examples</i>
	Develops Capability	The team capability continues to develop, reinforcing confidence in their own abilities and deliver value.	Your Score (0-5)	<i>insert comments/examples</i>