**Indicators of Effective Teams**

1. Purpose: Team members understand and agree on the team’s purpose and goals.

2. Results: The team accomplishes its goals.

3. Meeting Process: Meetings are focused, facilitated well, and result in clear outcomes.

4. Decisions: There are clearly defined agreements about how decisions are made.

5. Commitment: Members buy in to the decisions without hidden concerns, and actions reflect the team’s commitments.

6. Contributions: All contributions are recognized and utilized. Different styles are accepted.

7. Creativity: The team experiments with different and creative ways of doing things.

8. Collaboration: Members share their experience and expertise to enhance team productivity and development.

9. Respect: Each member feels valued as an individual and everyone is treated with respect.

10. Interpersonal Communication: Communication is open and balanced.

11. Productive Conflict: Members participate in honest debate around ideas and issues related to the work.

12. Unproductive Conflict: Members work constructively on issues until they are resolved.

13. Procedures: Effective procedures guide team functioning.

14. Accountability: Team members hold each other accountable.

15. Evaluation: The team regularly evaluates its process and productivity.

Aguilar, E. (2016). *The art of coaching: Building resilient communities that transform schools.* San Francisco, CA: Jossey-Bass.