



A team built on connection



You may have a team full of highly skilled people, but this alone is not enough to guarantee success. Building a high-performance culture is gradual and requires clear goals, trust and an understanding of each other's strengths, limitations and motivations – and all of this requires connection between the team.

The role of connection in high-performing teams

The importance of connection within teams is undeniable:



69.5% say deeper work connections lead to greater happiness

(Nectar)



73% of connected employees produce a higher standard of work

(Gallup)

The power of connection doesn't stop there. Research undertaken by our Psychologists at Thomas has found that:



Connection predicts up to **55%** of turnover intention



Connection accounts for **26%** of performance

So, the message is clear: focusing on connection between teams in the workplace will see greater levels of productivity, happiness, and trust.

Creating a team charter

An important foundation of a high-performing team is the visibility of clear goals and expectations. Without this, there can be assumptions about roles, responsibilities and abilities which can lead to conflict within your teams. A lack of clarity can breed an atmosphere of mistrust, resulting in an immovable block to any successful goal achievement for the team.

One way to ensure this doesn't happen within your team is creating a team charter. A team charter is a document that defines your team's overall objectives, resources, and constraints. By ensuring your team has solid foundations from the beginning, you are far more likely to avoid such dysfunctions and instead grow into a team that consistently delivers results.

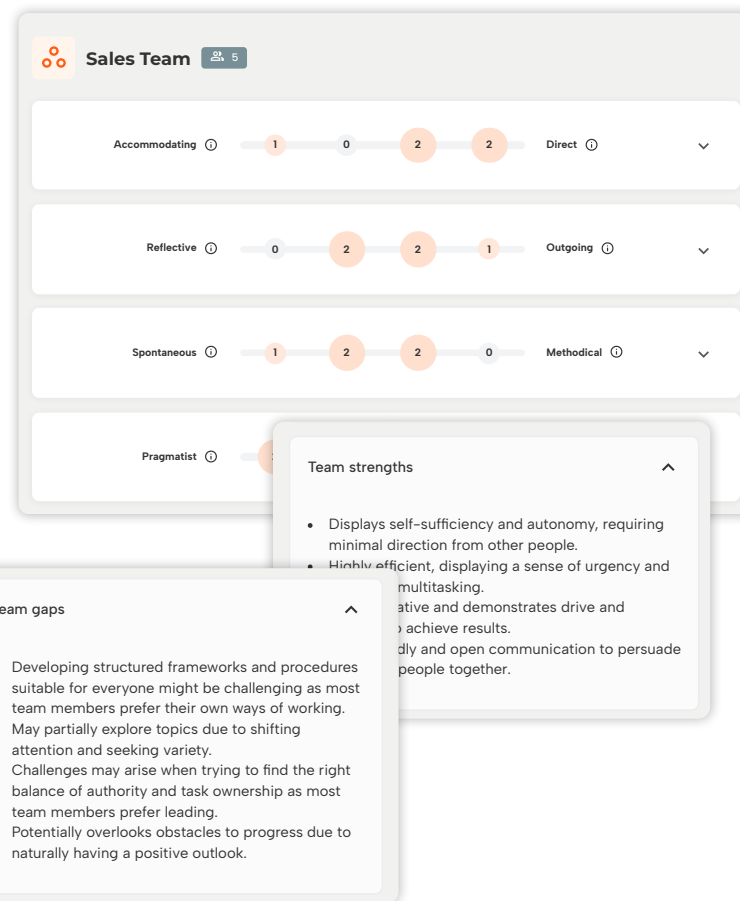


Building connection

A team requires trust in order to feel connected, and to build trust you need to create a feeling of psychological safety within your team. Don't treat people how you would like to be treated, treat people how they would like to be treated. This is what our connection platform, Thomas Connect, can give to your team.

By taking the insights gathered from behavior and personality assessments, you're able to easily identify and share science-backed insights on how you like to work. Think communication style, what motivates you, how you like to receive feedback... and by bringing these insights into a team dynamic you can see your team strengths, where you may need to develop and how you differ as a team.

Having these insights gives everyone a level of self-awareness, sharing them with your team builds the foundation of trust and working with those insights as a team creates connection, which we know leads to a happier, more productive team.



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