

What  
makes a  
[Google]  
team most  
efficient?

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# What Makes a Google Team Effective?



The 5 key dynamics that set successful teams apart according to research.



## 1 PSYCHOLOGICAL SAFETY

Team members feel safe to take risks and be vulnerable in front of each other.



## 2 DEPENDABILITY

Team members get things done on time and meet Google's high bar for excellence.



## 3 STRUCTURE & CLARITY

Team members have clear roles, plans, and goals.



## 4 MEANING

Work is personally important to team members.



## 5 IMPACT

Team members think their work matters and creates change.

Research by: **Google**

Illustrated by: **Larry Kim (@larrykim)**



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1

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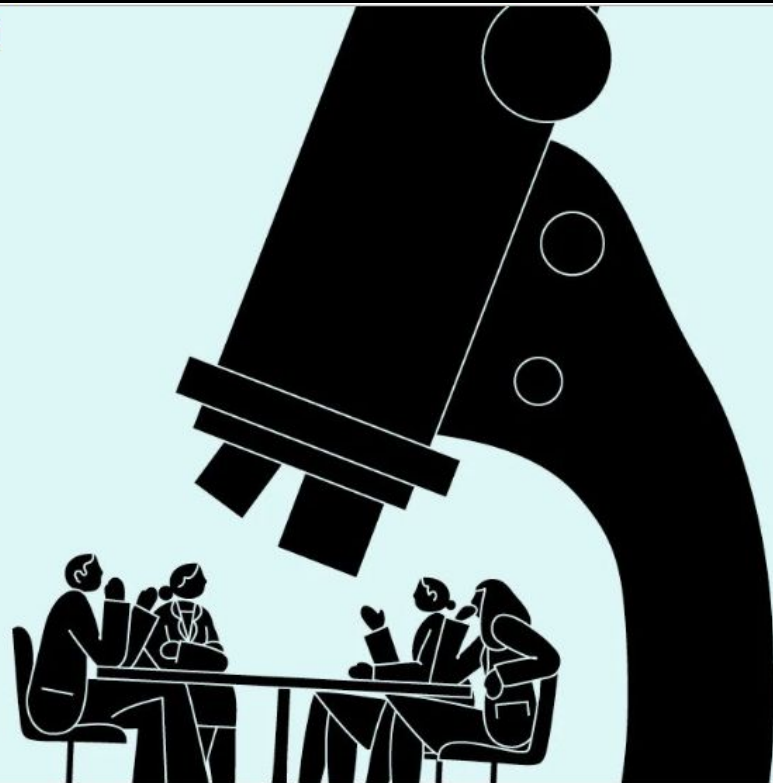
THE WORK ISSUE

# What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.

By [Charles Duhigg](#)

Feb. 25, 2016



# Psychological safety is...

The belief that one will not be **punished** or **humiliated** for **speaking up** with ideas, questions, concerns or mistakes.

Professor Amy Edmondson,  
Harvard Business School



# AAMC



## Leaders need to:

1. Ensure everyone is **clear** on the **risks** ahead;
2. **Ask** good **questions**; and
3. **Act** on employees' **input**.

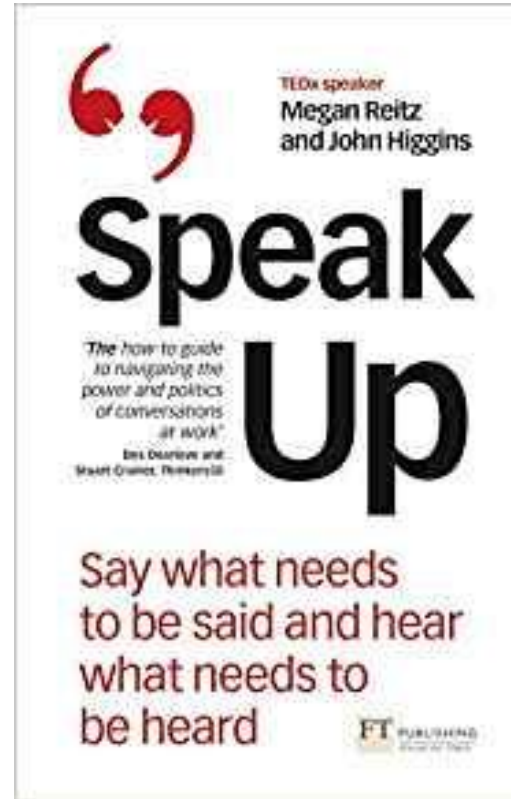
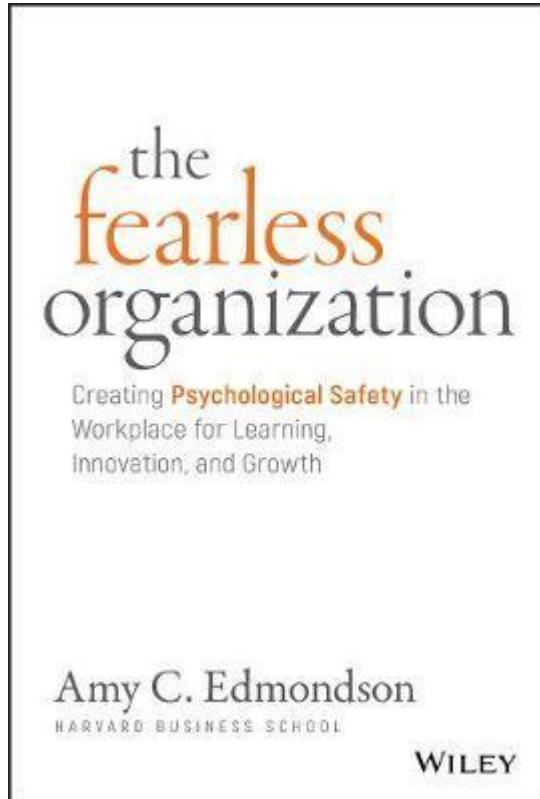


Professor Amy Edmondson, Harvard Business School





For more detail, ask me over lunch or read...



# Thank you!

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