



TTI SUCCESS INSIGHTS®

TEAM BUILDING

8 Steps to Team Building & Peak Performance

Build the right team, the right way. Here are 8 steps to help your team building efforts succeed and produce peak organisational performance.

A man and a woman are smiling and talking in an office setting. The man is on the left, wearing a dark suit and tie, and the woman is on the right, wearing a mustard-colored sweater and glasses. They are both looking at each other and smiling. The background is a blurred office environment with yellow walls and white ceiling lights.

1

Define Clear Roles and Goals.

Establish a shared vision, clear objectives, and specific roles for each team member. Everyone should understand what success looks like and how their work contributes to the bigger picture of organisational success.

2

Recruit for Behaviour and Passion.

Build your team with intention. Hire or assign members based not only on skills, but on cultural fit, behavioural strengths, and shared values that support collaboration and accountability within the team.

3

Establish Trust Early.

Trust is the foundation of every great team. Foster transparency, lead by example, and encourage psychological safety where team members can share ideas or concerns without fear.

4

Prioritise Communication.

Center your team's behavioural styles while communicating. Increase awareness using assessment tools so teammates adapt to each other while understanding themselves better.

5

Develop Emotional Intelligence (EQ).

Equip your team with the tools to recognise, regulate, and respond to emotions—both their own and others'. High-EQ teams are better at navigating conflict and change.

6

Invest in Growth and Development.

Support continuous learning through coaching, training, and dedicated development. Empowering individuals to grow strengthens engagement and the team at large.



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7

Embrace Diversity of Thought.

A great team brings together different perspectives, backgrounds, and problem-solving styles. Celebrate different points of view, and don't settle for 'how we've always done it'. A strong team helps you find better ways to move forward.

8

Measure What Matters.

Use clear KPIs or behavioural metrics to track team progress: not just business outcomes, but also engagement, collaboration, and alignment. After all, what gets measured gets managed.

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TTI Success Insights is an award-winning assessment provider based in Scottsdale, AZ. Since 1984, TTI has been committed to sparking transformative experiences through industry-leading tools and research. TTI assessments are used in over 100 countries to reveal patterns and preferences that can aid in hiring, team building, communication, workplace culture, professional development, succession planning, emotional intelligence, and more.

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