



Organisme de Formation

TEAMS

Guide: Understand team effectiveness

- Introduction
- Define what makes a "team"
- Define "effectiveness"
- Collect data and measure effectiveness
- **Identify dynamics of effective teams**
- 🔍 Tool: Help teams determine their own needs
- 🔍 Tool: Foster psychological safety
- Help teams take action

Identify dynamics of effective teams

With all of this data, the team ran statistical models to understand which of the many inputs collected actually impacted team effectiveness. Using over 35 different statistical models on hundreds of variables, they sought to identify factors that:

- impacted multiple outcome metrics, both qualitative and quantitative
- surfaced for different kinds of teams across the organization
- showed consistent, robust statistical significance

The researchers found that what really mattered was less about who is on the team, and more about how the team worked together. In order of importance:

- **Psychological safety:** **Psychological safety refers to an individual's perception of the consequences of taking an interpersonal risk** or a belief that a team is safe for risk taking in the face of being seen as ignorant, incompetent, negative, or disruptive. In a team with high psychological safety, teammates feel safe to take risks around their team members. They feel confident that no one on the team will embarrass or punish anyone else for admitting a

LE PROJET ARISTOTE



LA SÉCURITÉ PSYCHOLOGIQUE



Google

COMMENT > QUI



LA « SÉCURITÉ PSYCHOLOGIQUE »

Les membres de l'équipe doivent se sentir **libres de s'exprimer** et de prendre des **risques** sans se sentir embarrassés vis-à-vis de leurs collègues (absence de critique ou de jugements de valeur)

LA SÉCURITÉ PSYCHOLOGIQUE

FAITS

Un **fait** est

- **Objectif**
- **Indiscutable**

OPINIONS

Une **opinion** est

- **Subjective**
- **Discutable**

SENTIMENTS

Un **sentiment** est

- **Subjectif**
- **Indiscutable**

« Antonin est né
l'année de la sortie
de Star Wars IV -
Un Nouvel Espoir. »*

« Star Wars est le
meilleur film de tous
les temps. »

« Je déteste
Star Wars. »

Privilégier les **FAITS** et les **SENTIMENTS**

Et spéciale dédicace pour les parents ;)
On ne dit pas "Ce n'est pas bon" on dit "Je n'aime pas"

NOUS SOMMES
TOUS RESPONSABLES DE LA
SÉCURITÉ PSYCHOLOGIQUE