What makes an awesome team?

Results, sure.

They're easy to measure.

But what is it about some teams that makes them consistently able to hit deadlines and solve complicated problems without breaking a sweat?

What makes the best team?

In my work I've seen organisations where team-members are discouraged from sharing their ideas, made to feel uncomfortable about asking questions, or belittled and put under pressure.

Whenever I've worked in a great team, I've found that, whether by design or by luck, I've felt **psychologically safe.**

This leads to constructive conversations with colleagues and is more likely to result in a stronger group dynamic.

If we need to, we can ask for help.

We can ask questions.

And we can say we don't know something without worrying it will be used against us.

But what is it on a group level that makes high performers work well together?

Looking at research and industry experience is a great place to start.

Jim and Michele McCarthy's core protocols are a good example of attributes that get the best results.

They worked at Microsoft developing Visual C + + in the 90s, a product so successful that it put other companies out of business.

It was an fantastic team and they wanted to know **how to recreate it.**

They left Microsoft and opened a "lab" in which they were able to observe and pick out the behavioural patterns of successful teams: the **core protocols.**

Jim and Michele found that protocols such as EI play a crucial role in creating the best teams.

Other research on teamwork has identified around 250 different attributes linked to high performing teams.

As I've mentioned in a previous blog post, Google also **looked at team performance** and found that psychological safety had a dramatic effect.

An environment that encourages psychological safety allowed team-members to listen to eachother's ideas, respond with empathy, efficiently resolve conflict, and address teammates when they weren't living up to expectations.

In other words, the best teams are the ones that encourage us to feel safe enough to trust our colleagues.

Check out my podcast to learn more about how you can apply the core protocols to building and strengthening your teams.