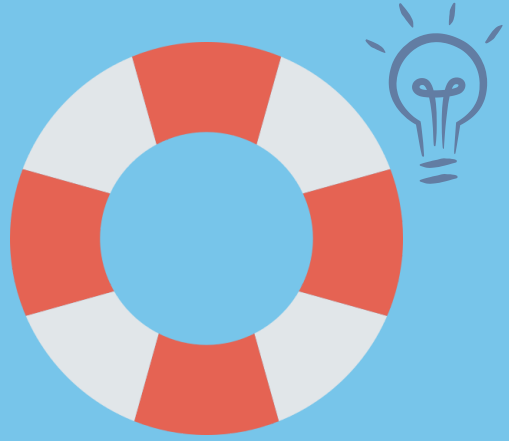


The 5 takeaways from Google's Project Aristotle

Google's Project Aristotle aimed to identify the key elements that contribute to building effective and successful teams within organisations

1 Psychological Safety

To freely express thoughts and ideas without fear of judgment is the number one factor. Managers play a crucial role in enabling this environment by valuing contributions and encouraging curiosity and openness.



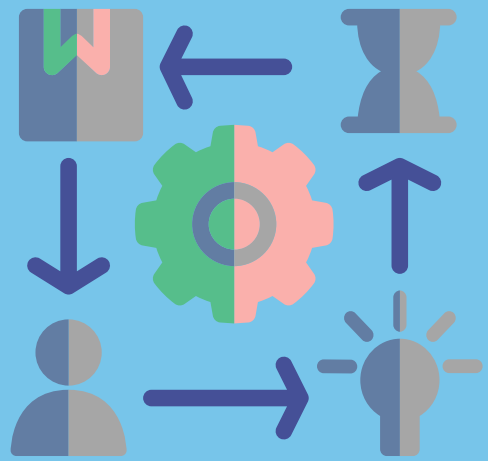
2 Dependability

Having all necessary and clear information ensures consistent delivery of quality work within set timelines. Managers achieve this by defining clear roles, responsibilities and expectations for each team member.



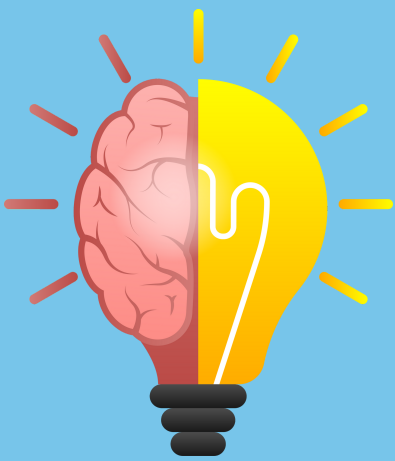
3 Structure & Clarity

Clear goals, set at both individual and group levels, provide a foundation for effective teams. Managers should articulate specific, challenging and achievable objectives while maintaining open and transparent communication about the roadmap to success.



4 Meaning

Clear goals, set at both individual and group levels, provide a foundation for effective teams. Managers should articulate specific, challenging and achievable objectives while maintaining open and transparent communication about the roadmap to success with regular updates.



5 Impact

Recognising the direct impact of individual contributions on team and organisational goals bolsters team effectiveness. Managers can emphasise this by aligning tasks with the organisation's mission. Ensure every team member understands the significance of their work in achieving the team and organisation goals.

