

### Introduction

Conducted 200+ interviews with Googlers (our employees) and looked at more than 250 attributes of 180+ active Google teams. We were pretty confident that we'd find the perfect mix of individual traits and skills necessary for a stellar team -- take one Rhodes Scholar, two extroverts, one engineer who rocks at AngularJS, and a PhD. Voila. Dream team assembled, right?

We were dead wrong. Who is on a team matters less than how the team members interact, structure their work, and view their contributions. So much for that magical algorithm.

We learned that there are five key dynamics that set successful teams apart from other teams at Google:

Credit: <https://rework.withgoogle.com/blog/five-keys-to-a-successful-google-team/>

### Five Keys

- 1. Psychological safety:** Can we take risks on this team without feeling insecure or embarrassed?
- 2. Dependability:** Can we count on each other to do high quality work on time?
- 3. Structure & clarity:** Are goals, roles, and execution plans on our team clear?
- 4. Meaning of work:** Are we working on something that is personally important for each of us?
- 5. Impact of work:** Do we fundamentally believe that the work we're doing matters?

### Conclusion

If you answered "yes" to the five questions above, congrats! You're probably on a high-performing team. And if not, not all hope is lost. This is a shortcut to help you figure out where to focus, how to get better, and a way to talk about this concept with your teammates in a structured way.

### The Five Keys



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