**Polarity Map**

Positive effects:

* Trust
* Sense of belonging
* Shared mission and buy in
* Individual strengths are understood and utilized
* Psychological safety

Positive effects:

* Meet our goals
* Feeling accomplished
* Deliver on time
* In scope and on budget
* Reputation boosted

Positive Effect: Effective cohesive team

Negative effects:

* Lack of big picture thinking
* Disconnection
* Cold impersonal service
* Missed opportunities through innovation
* Disengaged
* Weaker connection to mission or organization

Negative effects:

* Missed deadlines
* Lack of direction
* Lack of efficiency
* No deliverables are completed
* Poor reputation
* Performance issues
* Lose funding?

and

Negative Effect: Poorly functioning team

**Action Steps**

* Set and keep up with checkpoints
* Have a plan
* Set realistic expectations
* Roles and responsibilities
* Celebrate successes
* Keep goals visible.

**Early Warnings**

* Not meet deadlines
* Feel overwhelmed
* Frustration
* Off schedule
* Pressure

Early Warnings

* Duplication of work
* Hamster wheel
* Unhealthy competition
* Disinterest
* Disengagement

**Action Steps**

* Celebrate small wins
* Communicate who is doing what.
* Start meeting with check-in
* Clarify expectations
* Identify values of team