

# What High-Performing Teams Do Differently

**Most teams say they want ownership, innovation and speed.  
Very few build the daily habits that make it happen.  
Here are 10 concrete things top teams actually do.**

## **1. They Protect Time to Think**

Top teams don't say "we're too busy."

They create space.

They block time for reflection.

They protect idea time.

They allow experimentation.

Because if thinking only happens between meetings, nothing new happens.

***Question: Where in your calendar is space to think?***

## **2. They Remove Silos Early**

They don't "handover."

They co-create.

Marketing. Operations. Finance. Product.

In the same room. From the start.

No long email chains.

No late-stage surprises.

Speed increases when friction decreases.

***Question: Where does work slow down between teams?***

## **3. They Make Work Visible**

Clear priorities.

Clear owners.

Clear deadlines.

Boards. Dashboards. One-pagers.

No "I thought you were doing it."

No hidden projects.

Clarity removes excuses.

***Question: Is it always clear who decides what?***

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## 4. They Define Decision Rights

They are explicit about:

Who decides.

Who advises.

Who executes.

And once a decision is made, they don't re-open it every week.

This alone increases speed dramatically.

**Question: How often do you revisit already-made decisions?**

## 5. They Practice Short Feedback Loops

Not annual surveys.

Daily or weekly feedback.

Short reflections. Micro-corrections.

Some teams spend 5 minutes a day sharing one thing someone did well.

Confidence builds initiative.

Initiative builds performance.

**Question: When did your team last give each other real feedback?**

## 6. They Live Their Values in Behavior

Values are not posters.

If efficiency is a value:

Meetings start and end on time. Agendas are clear. Decisions are not repeated.

If ownership is a value:

No unnecessary escalation. No "just checking." People decide within their mandate.

If innovation is a value:

Time and budget are allocated for experiments. Values show up in behavior, or they don't exist.

**Question: Can you see your values in daily action?**

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## **7. They Address Friction Immediately**

They don't let tension sit for months.

If something feels off, they talk about it.

Directly. Respectfully. Early.

Unspoken frustration slows teams more than incompetence ever will.

***Question: What conversations are you postponing?***

## **8. They Review Instead of Blame**

When something fails, they don't ask "Who did this?"

They ask: "What can we learn?"

Learning cycles are short.

Adjustment is quick.

Blame freezes people.

Review improves them.

***Question: How safe is it to make mistakes in your team?***

## **9. Leaders Step Back Before Stepping In**

Strong leaders can fix things fast.

But top leaders pause.

They ask:

"Who should own this?"

"Who can decide?"

Because every time a leader steps in too quickly, ownership weakens.

***Question: How often do you step in because you can?***

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## 10. They Know What Winning Means

Top teams are precise about what “good” looks like.

Not vague ambition. Not “let’s improve collaboration.”

They define: What does ownership mean here?

What does fast mean? What does strong performance look like, this quarter?

When success is unclear, effort scatters.

When winning is defined, effort aligns.

**Question: Does everyone in your team define success the same way?**

**These habits create movement.**

**But before teams can live them consistently, something else has to happen first.**

Before changing behavior, top teams face reality.

What’s not working?

What needs to change?

What actually matters?

Otherwise, new habits won’t last.

Most teams want ownership, speed and innovation.

Very few are willing to redesign how they actually work, consistently.

**That’s the difference.**

## Suggested next step

If you want to look at what this means for your team, and what to do first - I’m happy to walk through it with you in a [short, focused conversation](#).

## Karin van Zuilen – Founder Senz Strategy Consulting

I help leadership teams move from firefighting to shared responsibility, in 90 days, without pushing harder.

