



TWPP HOW-TO: 8 TIPS TO GET THE MOST FROM YOUR TEAM

- 1. Understand your team members' approach to learning and work, so you can adapt your style.**
- 2. Set and communicate performance goals and then regularly measure progress against them throughout the year – not just annually.**
- 3. Convene regular one-on-one meetings with your team members to get to know each other better.**
- 4. Engage in reprisal-free communication.**
- 5. Be alert to changes in behavior and intervene early.**
- 6. Focus your performance feedback on the behaviors the team member can control.**
- 7. Hone your listening and observation skills.**
- 8. Develop a viable performance plan and timeline.**