

How to Build a High Performing Team + Tips

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Executive Summary

This article from Quantum Workplace addresses the question of what distinguishes high-performing teams and how organizations can build them. The authors argue that high performance emerges not from talent alone but from deliberate cultivation of shared purpose, clear goals, communication, trust, feedback culture, and continuous learning. Key evidence presented includes proprietary Quantum Workplace research claiming employees are 3.2 times more likely to be engaged when individual performance goals align with organizational goals, and that highly engaged employees score 70% favorable on recognition-related survey items. A client testimonial from Salute's EVP of HR is cited as qualitative support. The article concludes by mapping eleven team characteristics and five differentiating behaviors to a suite of Quantum Workplace software products, including goal-setting tools, 360-degree feedback, performance reviews, recognition features, talent reviews, and succession planning. The implications drawn are that technology-enabled performance management is essential to scaling high-performing teams, with Quantum Workplace positioned as the primary solution.

Key Insights

1. Employees are reported as 3.2 times more likely to be engaged when their individual performance goals are aligned with organizational goals, according to Quantum Workplace's proprietary research.
2. Highly engaged employees score 70% favorable on the recognition item 'If I contribute to the organization's success, I know I will be recognized,' with the article noting that ratings, rankings, and pay-for-performance do not drive engagement — but recognition does.
3. High-performing teams are differentiated by five behaviors: embracing innovation and adaptability, cross-functional collaboration, recognition-focused culture, use of performance technology, and mutual accountability.

Practical Takeaways

- One-on-one meetings are described in the article as a foundational mechanism for maintaining clarity, goal alignment, and manager-employee connection within high-performing teams.
- The article identifies distinct responsibilities for senior leaders, HR, managers, and employees in building performance systems, suggesting that shared ownership across all levels is presented as a structural condition for team performance.

Frameworks Mentioned

360-Degree Review — Referenced as a feedback mechanism used to boost employee performance, growth, and development within teams.

Critical Analysis

Strengths: The article provides a reasonably comprehensive taxonomy of high-performing team characteristics that aligns with established organizational psychology literature. The inclusion of specific survey statistics adds a degree of empirical grounding. The role breakdown across senior leaders, HR, managers, and employees reflects a systems-level perspective on performance management. **Limitations:** All quantitative claims (3.2X engagement, 70% favorable recognition scores) derive exclusively from Quantum Workplace's own proprietary research, with no independent peer-reviewed citations or external validation. The article does not disclose sample sizes, methodologies, or confidence intervals for these figures. **Bias:** The article is transparently a marketing asset — each section on team characteristics or building practices resolves into a promotion of a specific Quantum Workplace product feature. The client testimonial (Salute EVP of HR) is unverified and anecdotal. The framework presented is generic enough to be credible but is not differentiated from widely available HR guidance. No counterarguments, failure cases, or limitations of the recommended approaches are acknowledged.

Organizational Practice

The article describes organizations using one-on-one meetings for goal alignment and coaching, employee engagement surveys to inform performance management design, cross-functional collaboration sessions such as workshops and knowledge-sharing, peer recognition channels via tools like Slack, and formal talent review and succession planning processes to identify and develop future leaders.

Strategic Implications

The article reflects a broader industry trend toward continuous, technology-mediated performance management replacing periodic review cycles. The emphasis on goal alignment as an engagement driver points to growing organizational interest in OKR-adjacent frameworks at the team level. The positioning of recognition — rather than pay-for-performance — as a primary engagement lever signals a contested shift in how organizations are measuring the ROI of reward systems. The inclusion of succession planning and talent reviews as characteristics of high-performing teams suggests these practices are migrating from executive-level HR strategy into team-level performance operations.

Validation Status: passed
