People in every workplace talk about building the team, and working as a team, but few understand how to create the experience of teamwork or how to develop an effective team. Belonging to a team, in the broadest sense, is a result of feeling part of something larger than yourself, and it has a lot to do with your understanding of the mission or objectives of your organization.

Here are some quick tips to think about in building a cohesive team:

1. **Trust**: If trust can make or break the wealth of nations, surely it can make or break an organization’s productivity and growth. That’s why the ‘t’ in team stands for trust. Ever played the trust game where you fall backward and your colleague catches you, and vice versa? Team players function best when they know that their colleagues and bosses have their back; that no one is going to backstab, take credit for another’s work, put down teammates and divide the group with petty politics.

2. **Respect**: Respect is the glue that holds a team together. This starts with basic respect between one human being and another, and includes respect for differences brought to the table on the basis of gender, age, culture, ethnicity/race, education, professional experience, work-style, skill-sets and respect for the ideas of others. Consider each employee’s ideas as valuable. Remember that there is no such thing as a stupid idea.

3. **Communication**: Nothing gets done without effective communication. More than anything, individuals want to be heard by their peers and bosses. First, communication channels should be open between organizational hierarchies. Second, expectations and team objectives must be clearly communicated and metrics must be benchmarked. Third, everyone must be on board and should clearly know who is accountable for what.

4. **Cooperation and Common Vision**: Despite individual differences, a team is like the human body and must work cooperatively to achieve results. The advantage of a team is that it is a mesh of personality types, talents and experiences. While the differences present challenges, they also present a wide array of solutions. Every team member must be invested in the team’s goals. Nobody gets anywhere by rowing a boat in different directions. It takes leadership to unite a team under a common objective, and it takes strong vision to inspire and motivate people.

Exercising teamwork, cooperating and sharing a common vision are what helped the 1980 U.S. Olympic Hockey Team earn a gold medal. [Watch a video of Jim Craig on Team Building](#)