



## The Performance Paradox: Team Resources

To help your team get the most out of this article, try some, or all, of the following activities.

### What to Watch for:

The Performance Paradox can be hard to spot, unless you know what to look for. Some typical signs include:

- People relying more on their “gut” for performance evals rather than data
- Slowing down or taking extended breaks after a success
- Comments like, “We’re already above average performers” when others suggest exploring improvement opportunities

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### Group Discussion Questions:

- How do we handle success (information vs confirmation)?
- What’s our routine once we hit our goal? Does it help or hinder future performance?
- If we were competing against ourselves for our current role(s), what would we need to do to outperform our current self?

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### Activity—The Rating Game:

On a scale from 1 to 7, have each team member rate the team and then themselves on the degree to which they are consistently high performers. Collect and tally the responses, then present results to the group.

Invite the team to draw conclusions about responses. Are they surprising? Expected? Indicative of specific patterns?

Typically, the average individual score is higher than the average team score, so this can provide a nice opportunity to discuss assumptions and conclusions related to current levels of team and individual performance.