

The AQR 7 Beliefs

Team performance is rarely limited by capability alone. More often, capable people are slowed by friction in how they communicate, collaborate, decide and deliver.

01

Capability is not collective performance

A team is not automatically as capable as the people within it.

02

Knowing is not the same as doing

Performance also depends on judgement, behaviour and conduct.

03

Better conversations create better teams

Listening, speaking up and constructive challenge improve decisions and collaboration.

04

Teams are always developing

Team development is an ongoing process, not an event.

05

Not all friction is bad

Productive friction creates challenge and learning. Performance friction creates delay and wasted effort.

06

Performance happens in the everyday

It is built through repeated choices, conversations, decisions and behaviours.

07

Diagnose before you prescribe

Effective development starts by understanding what is actually getting in the way.

FIND THE FRICTION. FOCUS ON WHAT MATTERS. MEASURE THE DIFFERENCE.