



MOVING BEYOND “ENGAGEMENT” TO MEASURE HIGH-PERFORMANCE



Why This Leads to Higher-Performance: High-performance teaming requires team practices that fall outside of what is measured with engagement scores. While engagement is often a necessary condition for high-performance, it is far from sufficient.

Why This Is an Issue Today: Organizations measure engagement – which is a strong predictor for attrition and discretionary effort. However, performance at team-level requires a different set of measures that focus on how a team interacts and how work gets done.

New Research – What Works Well in 2025: New measures (to be discussed today) seek to capture parameters known to predict high-performance – including diversity of perspective, speed of learning, quality of adaptation, and resilience.



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