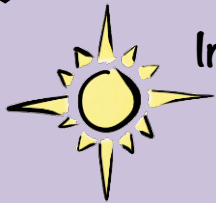


# 4+3+2+1 Team Success Factors

What dialogs and activities can I initiate and engage in to help my team become great?

**WE**



Inspiring **MISSION**  
Uniting **GOAL**



**WORK**



Actually  
**WORK & DELIVER TOGETHER**

**ME**



I want **THIS** team to be **SUCCESSFUL**



**EXPLICIT TEAM AGREEMENTS**

Process, Releasing,  
Code of Conduct,  
Decision Making,  
Membership, Roles

Learn the **STRENGTHS & MOTIVATIONS** of others, and how everyone **CONTRIBUTES**



Gather, seek and provide **FEEDBACK**



Impact of Product/Service

Quality & Productivity

Behaviours

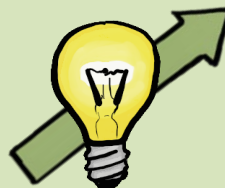
Shared **RESPONSIBILITY**

To act on failures Part of the solution  
Seek opportunities Wellbeing of others



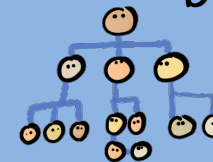
Align on **LONG-TERM STRATEGIES**

within the team and with others  
(product, architecture, testing)



Rapidly  
**EXPERIMENT and LEARN**

**ORG**



Demand **SUPPORT and TRUST**

Delegated power  
Clear expectations  
Ability to form partnerships



Jimmy Janlén  
2026

