



Why Talented Teams Fail

Three major areas that lead to failure among high-performing teams include:

- 1. Poor Culture**
A culture should be future-focused, encouraging inclusion, fairness, and an understanding the workplace values.
- 2. Ambiguous Leadership**
Leadership sets the standard for an organization and team. Ensure your leaders are transparent.
- 3. Lack of a Strong Foundation**



Purpose:

Why the team exists, how they help the organization, and how stakeholders and customers benefits



Clarity:

Alignment between people and tasks to achieve team goals



Psychological Safety:

An environment where team members can take interpersonal risks that improve learnings and increase collaboration

13 Pitfalls High-Performing Teams Should Avoid

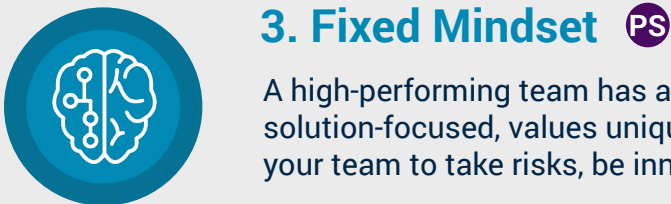


1. Goal Discrepancy **P C**

Employees need to be connected to the team's goal, and the goal needs to be connected to the organization, whether individual or collaborative. Take time to clarify and tailor communications to ensure the entire team is on the same page so you can avoid confusion and wasted resources.

2. Unclear Roles **C**

Your team members require transparent role clarity to understand what deliverables they and others are responsible for within the group. Communicate and clarify roles consistently to avoid clashing, redundancy, and conflict, while paving the way for collaboration.

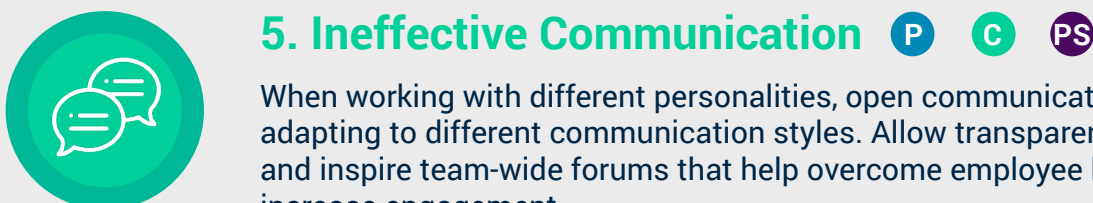


3. Fixed Mindset **PS**

A high-performing team has a growth mindset and accepts challenges, is solution-focused, values unique skills, and can ask others for help. Encourage your team to take risks, be innovative, and get out of their comfort zone.

4. Misalignment and Misunderstanding Priorities **C**

Every team has goals for individual members that may not apply to the group. It's critical to have tight alignment and transparency across the team, even when work is tasked to one person, to ensure prioritization is in sync.

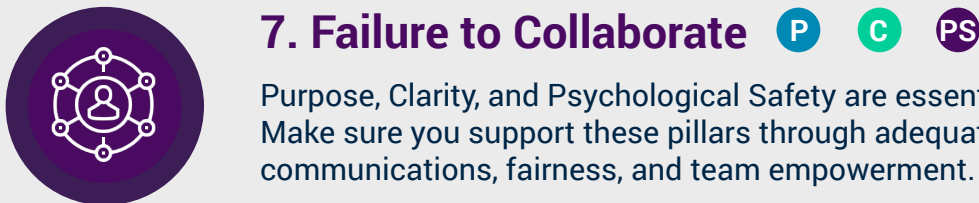


5. Ineffective Communication **P C PS**

When working with different personalities, open communication is key, but so is adapting to different communication styles. Allow transparent group discourse and inspire team-wide forums that help overcome employee blind spots and increase engagement.

6. Lack of Accountability **P C**

You'll need to set the tone to ensure high integrity and work ethic across the team. Use frequent 1:1 and team-wide communications to stay on track with their goals and remain accountable to each other.

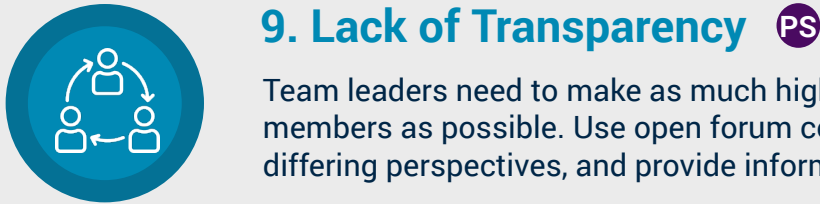


7. Failure to Collaborate **P C PS**

Purpose, Clarity, and Psychological Safety are essential to effective collaboration. Make sure you support these pillars through adequate tools, transparent workflows, communications, fairness, and team empowerment.

8. Working in Silos **P PS**

Organizational performance is a team sport. Bring together diverse mindsets and skillsets to improve collaboration, productivity, morale, and communication.

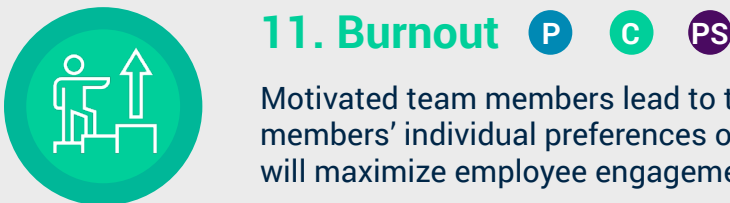


9. Lack of Transparency **PS**

Team leaders need to make as much high-level information visible to their team members as possible. Use open forum communications to break down silos, share differing perspectives, and provide information across the team.

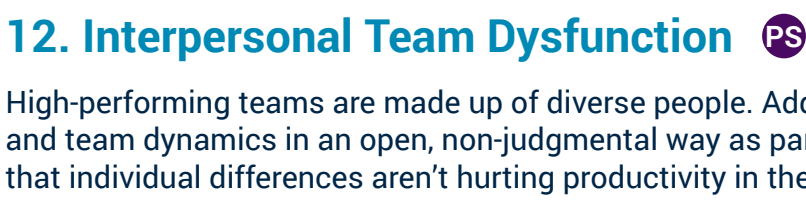
10. Ineffective Decision-Making Process **C**

Team performance depends on a concise but thoughtful decision-making process. Productivity and problem-solving skills will improve by being selective with key information, but not exclusive. You will gain the most insight by allowing different perspectives to make the right decisions.



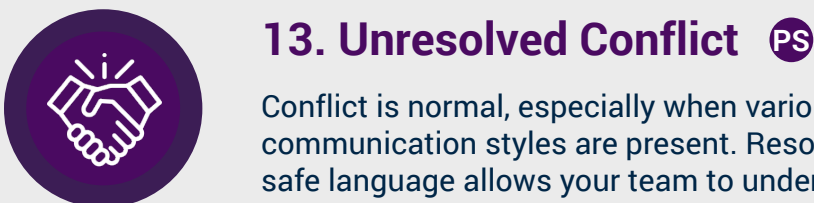
11. Burnout **P C PS**

Motivated team members lead to team success. By understanding your team members' individual preferences of work and empowering employee performance, you will maximize employee engagement.



12. Interpersonal Team Dysfunction **PS**

High-performing teams are made up of diverse people. Address personality issues and team dynamics in an open, non-judgmental way as part of your team culture so that individual differences aren't hurting productivity in the background.



13. Unresolved Conflict **PS**

Conflict is normal, especially when various personalities, work styles, and communication styles are present. Resolving conflict is challenging but creating a safe language allows your team to understand and overcome perceptual differences.