

The Five Dysfunctions of a Team

Inattention to Results

Avoidance of Accountability

Lack of Commitment

Force Clarity and Closure

Fear of Conflict

Absence of Trust

The Role of the Leader

Focus on Collective Outcomes

Confront Difficult Issues

Mine for Conflict

Go First!

#1: Absence of Trust

The fear of being vulnerable with team members prevents the building of trust within the team.

#2: Fear of Conflict

The desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict.

#3: Lack of Commitment

The lack of clarity or buy-in prevents team members from making decisions they will stick to.

#4: Avoidance of Accountability

The need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors and performance.

#5: Inattention to Results

The pursuit of individual goals and personal status erodes the focus on collective success.



©The Table Group, Inc. All rights reserved.