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Essential Learning Resource

Dysfunctional Teams

The ultimate cheat sheet to learn how to spot and resolve the five dysfunctions of a team.

Did you know? Being part of a dysfunctional team can stall your career advancement!



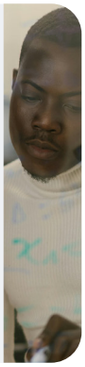
Credit: Patrick Lencioni

Assessing Your Team: 5 Key Questions and Solutions

Result: Do team members prioritize team goals over personal interests?

If no, you should...

1. Recognize and reward collective achievements.
2. Share team results publicly.



Commitment: Do members commit to decisions after disagreement?

If no, you should...

1. Clearly articulate team goals.
2. Involve team members in decision-making.





Great quote by Patrick Lencioni

"Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare."

Source: Patrick Lencioni

Accountability: Do team members hold each other accountable?

If no, you should...

1. Publicize responsibilities and expectations.
2. Support overcoming obstacles.



Conflict: Do team members openly debate ideas?

If no, you should...

1. Facilitate open discussions.
2. Encourage communication and active listening.



Trust: Do team members openly share weaknesses?

If no, you should...

1. Share personal challenges and failures.
2. Create a safe space for feedback.



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