

Dream Team or Dysfunctional Disaster?

#1 Dysfunction of a Team: Lack of Trust.

- Trust is the foundation of any relationship.
- Vulnerability builds trust.

- How do you feel about vulnerability? What do you find difficult about being vulnerable at work?

- When have you seen a respected leader be vulnerable? How did that change your perception of that person?

- Think of a time when someone you worked with destroyed your trust. How did that change the dynamics? Were you able to rebuild trust over time?

- What would it take to build trust in your team? What role do you play?

Dream Team or Dysfunctional Disaster?

#2 Dysfunction of a Team: Fear of Conflict.

- Without trust, there is no debate.
- Avoiding conflict means nothing gets resolved.

- How do you feel about conflict? What do you find difficult about engaging in productive conflict at work?

- Do you see leadership embrace different ideas & encourage debate? Or is the mentality more "tow the line" ?

- Think of a time when healthy conflict led to a good resolution. How did that play out? Who was involved?

- What would it take to create an environment where debate & new ideas are welcomed? What role do you play?

Dream Team or Dysfunctional Disaster?

#3 Dysfunction of a Team: Lack of Commitment.

- Allow all team members to participate, engage & be part of the process. People can commit without agreeing 100%.
- Doing nothing is worse then doing something.
- Think of a problem needing a solution right now that would benefit from open discussion & different viewpoints.

-
-
- What does it do to morale & motivation when you are waiting & no decision is made?

-
-
- When has ambiguity +/- or a delay in decision making created a problem at work?

-
-
- What would it take to create an environment where debate, resolution & commitment thrives? What role do you play?
-
-

Dream Team or Dysfunctional Disaster?

#4 Dysfunction of a Team: Avoidance of Accountability.

- Without accountability, low standards become the standard operating procedure of your team & organization.
- Great teams expect high performance & good behavior.
- Think of a time when someone was not held accountable. How did that impact the team?

- What is the value of having high expectations? What would it look like if everyone strived for the highest of standards?

- When have you seen leadership fail to hold people accountable? What was the result? When has accountability worked really well?

- What would it take to create an environment where high accountability & excellence was the SOP? What role do you play?

Dream Team or Dysfunctional Disaster?

#5 Dysfunction of a Team: Inattention to Results.

- Defining goals with intention for results leads to excellence.
- Without defined goals for the team, individuals start looking out for themselves, often at the expense of the team.

- What is the purpose of my team? Why do we exist?

- How do we define success? What would make a current project successful?

- Do we function well as a team, leading towards one result or do we just “show up” and coast through?

- What would it take to create an environment where my team is focused on results? What role do you play?

Dream Team or Dysfunctional Disaster?

- What dysfunctions do my team need to overcome? What would that look like? Describe your solution.

- What can I do to bring leadership to my team?

- How could we incorporate the Appreciation at Work model into building a more effective team? Brainstorm ideas that might work well for certain members of your team.

- What makes me feel the most appreciated & valued? What do I need from my supervisor? Colleagues?
