

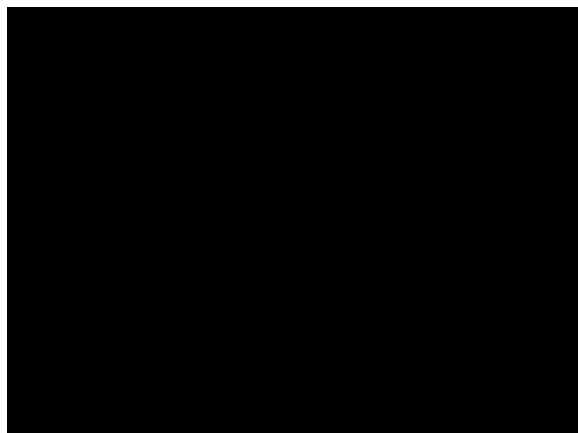


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Teamwork
Teamwork makes the Dream Work



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TEAM PROJECT
BUILD IT

Using only the following, build the tallest structure you can:

11 Pieces Spaghetti
1 marshmallow (must be on top)
Tape
String

5

Teamwork
Teamwork makes the Dream Work



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The 5 Dysfunctions of a Team

- 1. The Absence of Trust
- 2. Fear of Conflict
- 3. Lack of Commitment
- 4. Avoidance of Accountability
- 5. Inattention to Results

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The 5 Dysfunctions of a Team

- 1. The Absence of Trust

Why is this prevalent among teams?

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The 5 Dysfunctions of a Team

- 2. Fear of Conflict

There is such a thing as healthy conflict

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The 5 Dysfunctions of a Team

3. Lack of Commitment

“So and So Decided” instead of
“We decided”

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The 5 Dysfunctions of a Team

4. Avoidance of Accountability

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The 5 Dysfunctions of a Team

5. Inattention to Results

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The 5 Dysfunctions of a Team

If even ONE dysfunction is present, the effectiveness of the team deteriorates significantly.

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The 5 Dysfunctions of a Team

1. The Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
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5. Inattention to Results

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The Positive View...

1. The Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results

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The Positive View...

- 1. ~~The Absence of Trust~~
- 2. ~~Fear of Conflict~~
- 3. ~~Lack of Commitment~~
- 4. ~~Avoidance of Accountability~~
- 5. ~~Inattention to Results~~

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The Positive View...

- 1. ~~The Absence of Trust~~
- 2. ~~Fear of Conflict~~
- 3. ~~Lack of Commitment~~
- 4. ~~Avoidance of Accountability~~
- 5. ~~Inattention to Results~~

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The Positive View...

- 1. ~~The Absence of Trust~~
- 2. ~~Fear of Conflict~~
- 3. ~~Lack of Commitment~~
- 4. ~~Avoidance of Accountability~~
- 5. ~~Inattention to Results~~

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The Positive View...

- 1. ~~The Absence of Trust~~
- 2. ~~Fear of Conflict~~
- 3. ~~Lack of Commitment~~
- 4. ~~Avoidance of Accountability~~
- 5. ~~Inattention to Results~~

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The Positive View...

- 1. Trust
- 2. Conflict
- 3. Commitment
- 4. Accountability
- 5. Results

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The Positive View...

- 1. Trust One Another

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The Positive View...

2. Conflict Around Ideas

What does that look like?

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The Positive View...

3. Commit to Decisions Made

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The Positive View...

4. Accountability to One Another

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The Positive View...

- 5. Focus on Achieving Collective Results

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TEAM ASSESSMENT

For your own use...not to be turned in. We will not discuss.

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TEAM PROJECT

A Theft of Trust...

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Citation

5 Dysfunctions of a Team (Lencioni)

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Quick, Bring Me A...



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