

Overcoming the Five Dysfunctions

Dysfunction #1: ABSENCE OF TRUST

Strategy for Overcoming:

- Identify and discuss individual strengths and weaknesses
- Spend considerable time in face-to-face meetings and working sessions

Dysfunction #2: FEAR OF CONFLICT

Strategy for Overcoming:

- Acknowledge that conflict is required for productive meetings
- Establish common ground rules for engaging in conflict
- Understand individual team member's natural conflict style

Dysfunction #3: LACK OF COMMITMENT

Strategy for Overcoming:

- Review commitments at the end of each meeting to ensure all team members are aligned
- Adapt a “disagree and comment” mentality – make sure all team members are committed regardless of initial disagreements

Dysfunction #4: AVOIDANCE OF ACCOUNTABILITY

Strategy for Overcoming:

- Explicitly communicate goals and standards of behavior
- Regularly discuss performance versus goals and standards

Dysfunction #5: INATTENTION TO RESULTS

Strategy for Overcoming:

- Keep the team focused on tangible group goals
- Reward individuals based on team goals and collective success

Visit www.tablegroup.com for a more rigorous analysis of a team's unique strengths and weaknesses and specific recommendations for overcoming potential team dysfunction.