

Five Dysfunctions of a Team

ACTIVITY GUIDE

Your 6 Month Information Guide to Increasing Team Effectiveness



Overview

- 5 The pursuit of individual goals and personal status erodes the focus on collective success.
- 4 The need to avoid interpersonal discomfort prevents team members from holding one another accountable.
- 3 The lack of clarity or buy-in prevents team members from making decisions they will stick to.
- 2 The desire to preserve artificial harmony stifles the occurrence of productive ideological conflict.
- 1 The fear of being vulnerable with team members prevents the building of trust within the team.

Launch the Program

- Host a launch meeting & schedule a time to hold each month's team effectiveness meeting.
- Identify which Five Dysfunctions impact your team most.
- Discuss what your team would like to accomplish by completing the Five Dysfunctions of a Team effectiveness activity.
- All team members should complete the Five Dysfunctions of a Team Personality Assessment.



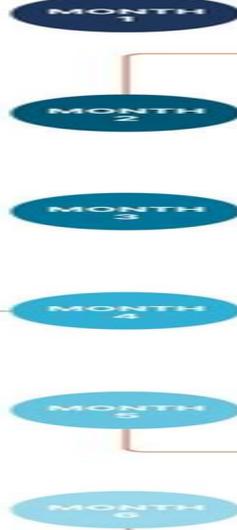
All team members should read this.

Increase Accountability

- Assure that everyone understands what he or she is expected to do and how their work contributes to the team's success.
 - At every meeting or key dialogue, identify what the team will do, who is responsible for it, and who is responsible for ensuring the ball does not drop.
 - Example:**
 - Use 3-5 Feedback Loops
 - Go a minimum of 20 seconds
 - Member share the
 - 3 things going well
 - 3 things not going well
 - 1 thing he/she needs help
- See page 212 for more on accountability.

Pay Attention to Results

- Publish results for those throughout the company to see. One great way to do this is to use a social platform.
 - Prioritize team results over level of departmental results.
 - Reward team members based on results.
- See page 216 for more on achieving accountability.



These dysfunctions can be mistaken for five distinct issues that can be addressed in isolation. However, they are interconnected and making susceptibility to even one of the dysfunctions can impact the success of the team.

— Patrick Lencioni

Build Trust

- Conduct a personal history exercise now & at the beginning of each team effectiveness meeting.
- Example:**
 - Fact 1: I own shares of Facebook & I fictionalize being a member of the group & share with the group & the group guesses which fact is fiction.
 - See page 192 for more on building trust.

Overcome Fear of Conflict

- Each team member completes, at minimum, the Behavioral Assessment; the values, attributes, and behaviors creates stronger clarity around conflict styles.
 - Set conflict norms. Each person should define unacceptable behaviors that will create constructive conflict.
 - Example:**
 - Stay focused on the problem, not the person.
 - Assign an individual to be a "miner" for conflict. This person will be responsible for bringing sensitive issues to the surface.
- See page 202 for more on overcoming fear of conflict.

Achieve Commitment

- Leaders are the drivers of commitment.
 - After meetings or key decisions, document what has been accomplished or what will be done to accomplish objectives. This will create clarity that should be involved.
 - Use deadlines to drive change and the deadlines to direct rewards.
 - When making big decisions, conduct a scenario analysis. This allows the team to see that a decision is not as bad as it seems. Removing this fear allows teams to commit.
 - Pare down options.
- See page 207 for more on achieving commitment.

Ready to overcome the Five Dysfunctions of a Team in 2 days with the help of an experienced facilitator? Schedule time to learn more about and setting a customized workshop for your team.

LET'S GO



Five Dysfunctions Of A Team Guide

H Kauffman



Five Dysfunctions Of A Team Guide:

Five Dysfunctions Of A Team Guide Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Five Dysfunctions Of A Team Guide**," written by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we will delve to the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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