**Week 4 Individual Assignment-The Five Dysfunctions of a Team**

**Absence of Trust**

1. Describe the dysfunction.

The fear of being vulnerable prevents the building within the team.

1. What happens when the team allows the dysfunction to happen?

Without trust teamwork will be impossible.

1. What can a team do to overcome the dysfunction?

Conduct personal history exercises.

Conduct team effectiveness exercises.

Complete personality and behavioral profile exercises.

Try 360degree feedback.

Try experiential team exercises.

1. What is the leader’s role in helping the team overcome the dysfunction?

The leader must show vulnerability first and then create and environment where it works.

**Fear of Conflict**

1. Describe the dysfunction.

The desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict.

1. What happens when the team allows the dysfunction to happen?

If a team avoids real discussion then they end up throwing personal attacks at each other.

1. What can a team do to overcome the dysfunction?

Try mining.

Try real-time permission.

Complete personality and behavioral surveys.

1. What is the leader’s role in helping the team overcome the dysfunction?

Leader must be willing to model appropriate conflict behavior and demonstrate restraint that allows resolution to occur naturally. Demand debate.

**Lack of Commitment**

1. Describe the dysfunction.

The lack of clarity and/ or the fear of being wrong prevents team members from making decisions in a timely and definitive way.

1. What happens when the team allows the dysfunction to happen?

Their will be dangerous ripple affects for each team member.

1. What can a team do to overcome the dysfunction?

Use cascading messaging.

Make deadlines with clarity

Use contingency & worst-case scenario analysis.

1. What is the leader’s role in helping the team overcome the dysfunction?

The leader should force clarity and closure.

**Avoidance in Accountability**

1. Describe the dysfunction.

The need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors.

1. What happens when the team allows the dysfunction to happen?

Teammates will start turning their attention to their own needs and the advancement of themselves or within their departments.

1. What can a team do to overcome the dysfunction?

Create goals and standards.

Allow open feedback

Distribute team awards for achievements.

1. What is the leader’s role in helping the team overcome the dysfunction?

Leaders should confront difficult issues.

**Inattention to Results**

1. Describe the dysfunction.

The desire for individual credit erodes the focus on collective success.

1. What happens when the team allows the dysfunction to happen?

If team members sense that the leader values anything other than results, then they will take that as permission to do the same for themselves.

1. What can a team do to overcome the dysfunction?

Create public proclamations.

Use result based rewards.

1. What is the leader’s role in helping the team overcome the dysfunction?

Leaders should focus on collective outcomes.

* You have now worked on your teams for 3 weeks.
* What is working?

Honestly, everything is working. My group is collaborating quite well and we adjust/improve methods if need be. The important thing is that we trust each other in our abilities to get a project done. We also encourage each other to think outside the box.

* What isn't working?

The only thing that probably isn’t working would be from my end, because of communication, which is really not so bad, but everyone else in my group communicates through an app. called “Group Me” and I am having to communicate through group blog still, which is fine I’m just to usually last to find out anything new. I would get the app. myself it’s just money is tight for me right now to get minutes on my cell phone in order to receive the text to go ahead and download the rest of the app. The upside about this conflict is that my group is okay with still communicating with me through group blog.

* What stage are you in? (Forming, Storming Norming?)

I will say that my group is in the Norming stage, because our synergy is effective and our bonding state is positive and optimistic.

* What can you do to improve the team?

I will just continue to enforce effective communication and display delegation of responsibility.

* How can you better communicate?

Continue to send feedback when necessary and continue to listen to each of my team members ideas.

* What role are you playing in the team?

The role I am playing is the “Driver” I motivate the team and challenge them in crucial times and push the team forward to succeed.