The five dysfunctions

Q1. I can’t think of any specific situation in particular, but I used to be a loveable slacker who did the bare minimum, this was early high school. Now I’m an Accidental Mess Maker, I do good work, but accidentally step on people with my words at times.

Q2. Honestly, I just need to think a little before speaking, I was trying to skip over the walk on eggshells stage of teamwork, as much as it sucks it is a very important stage.

Q3. If a team trusts each other then everyone is assigned work, and nobody really needs to check up on each other, this can be very smooth if nobody drops the ball

Q4. Conflict of ideas can lead to the best idea being found, if someone speaks their idea first and then nobody wants to cause conflict and propose their differing idea we might miss out on a potentially better idea.

Q5. It’s just good to check up on each other and hold your peers accountable. Holding your teammates accountable is how you make sure everything gets done, and is important even if you trust your team, but don’t micromanage! That’s also bad.

Q6. Dysfunctions of a team:

Absence of Trust – Not being comfortable with your team, worried about being judged or having shot down ideas

Fear of Conflict – Fear of conflict is when nobody is comfortable to speak up to avoid conflict

Lack of Commitment – This is kind of like apathy, if they are confused or have a lack of interest they will be flakey and just not participate as much

Avoidance of Accountability – This is just when nobody calls each other out on their nonsense, they don’t want conflict so they just pick up the slack and finish up the work of someone else, or just let that person slack off and degrade the whole project

Inattention to Results – This one is just people being plain old selfish, they don’t think about team success and look at only their success. This is the kind of person who will focus on their 2 slides of the presentation and then make a credits page that overly exaggerates what they did. The presentation is