Ashrab Risal

Dr. Audrey Rorrer

ITCS 3610 Computing Leaders

18 April 2025

<div align="center">5 Dysfunctions of a Team</div>

Teamwork is a very valuable skill as it can make a team great or break a team up. In my time a UNC Charlotte, I have worked in a lot of teams and I found them to be a coin toss of the team either being great or it being bad. In terms of my current team for Wilson Stem Academy, I have found us to be an efficient team that works well together, as we have good communication and trust in each other to complete assignments and get good results. However, I had a group last year that wasn't exactly like this group, and we ended up not getting good results and didn't have much trust. To overcome this, I usually just end up trying to be patient and work with the group, but it didn't really work out well, and we barely scraped by for a good grade.

The first dysfunction that we had in that team was a lack of trust. Our big project for that class was a presentation on a field of technology that we found interesting, and we had to make up a product for that field. In the 5 dysfunctions of a team worksheet, it says that teams with a lack of trust have members who avoid meetings. This was a problem with our team, as we would need to meet regularly to work on our presentation, but we had two people who would rarely ever show up to both our meetings and our class. At first, I didn't know what to do to convince them to show up, so I asked the professor, and he told me that he would talk with them about showing up to class, but that I should talk to them about showing up to our meetings. I followed his advice and talked to them and found out that one of them lived very far away, and it was hard for her to get to class, and the other was very busy with classes and had to rush a lot to make it to

both our classes and meetings. After learning this, I worked with them to move our meetings to be virtual and also a times that would accommodate them and me.

Although we were able to solve that problem, there was still the dysfunction of the team not being able to commit. This was a problem that was not just limited to the others, but also me, as this project was not exactly something that I was too worried about, since I was focusing on internship stuff. This did cause a problem since this project would be most of our grade for the class, and since the others also didn't focus on the project became very difficult to finish and we had to rush and try and scrape something together. Looking back at it, we definitely should have done a better job with our time management, and I should have done a better job at making sure that I cared about the work. This is why, for this class, I am making sure that I put my full focus and effort into our projects, but also into our team.

To speak more about our current team, I think that the reason we don't have many of these dysfunctions is because we all have experience with bad teammates, and we don't want that to happen this time around. I also think that it's thanks to the many leadership and team-building exercises that we do, since they help quell a lot of the dysfunctions that we could have but don't. An example of this is the whole marshmallow and spaghetti tower challenge, where we had to work together to make a tall tower with just those things. We worked together and at times did have different ideas for the best way to go about it, but we all made sure to communicate and encourage failure if it didn't work, and move on to another solution that would. We didn't end up with the tallest tower, but we did work together, and I learned that you should try to work with your teammate's ideas instead of just working with your own and ignoring theirs.

In conclusion, teamwork is a very valuable skill that will help you a lot and can make a group project that you might dread a lot easier and fun. This can be done by looking at any dysfunctions a team may have and addressing them right away instead of ignoring them and letting them grow and become worse. Even if your team doesn't have any dysfunctions, you should still reflect and try to understand why so that you can use that in the future.