

The Five Dysfunctions of a Team Notes

Some notes:

- **What makes a good team?**

- The ability to give good feedback and handle feedback well.
- Focusing time on important topics.
- Being excited for group projects and helping each other.
- Gauging the amount of time it will take to complete a task.
- Listen and consider ideas from ALL team members.
- Be committed to goals and be confident that they can be reached.
- Do not fear to discuss conflict, and keep the politics out of it.
- Align goals as a team, not for personal gain.
- Hold each other accountable respectfully and hold everyone to the same standard.

- **What makes a bad team?**

- Being easily distracted with little attention to results.
- Having team members who are only interested in personal advancement.
- Possessing negative attitudes towards one another.
- Not being excited for team meetings and working with one another.
- Lacking accountability for yourself and others.
- Failing to adapt to change and grow.
- Poor time management that causes delays or missed goals.
- Having a strong fear of failing.
- NOT TRUSTING ONE ANOTHER!

Questions for myself:

- **How can I apply things learned from this book to my career?**

- I have experienced every dysfunction being that I've worked as a leader for several companies. I can recall several instances where I've seen these dysfunctions and it has become apparent to me how I could have handled situations differently. I will definitely have a different outlook on being a leader and think twice before I go about handling similar situations.

- **Which dysfunction applies to me the most?**

- The absence of trust applies to me more than any of the other dysfunctions because I sometimes fear being vulnerable with my team which holds me back from building trust with my team.

- **How can I overcome this dysfunction?**

- I can overcome this by allowing myself to be more vulnerable with team members and be more comfortable with sharing my thoughts and being open for discussion. This would mean I could also ask for help more often,

and be able to admit my weaknesses and strengths.

- **What did you enjoy most about reading this book?**

- I very much enjoyed how the book offered critical examples of how to create a great team and also be a great team player. I really appreciated the great examples of how each of these dysfunctions can happen in a real world setting and the authors interpretation of how they could be handled.

- **Was this book relevant to CS 3250 and did it help?**

- This book was most definitely relevant and helpful for this class. Since every team member was required to read it, it helped overcome struggles we had within our team and opened our eyes to some mistakes we were making and assisted with making higher quality decisions and become better team members.