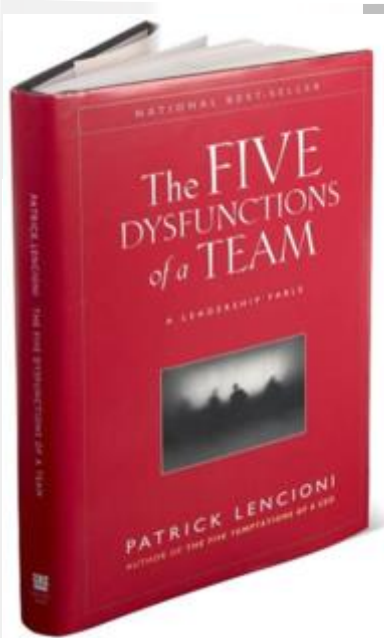


The 5 Dysfunctions of a Team



Inattention to
Results

Focusing on personal success, *status and ego* before team success

Avoidance of
Accountability

Ducking the responsibility to call peers on counterproductive behaviour which sets *low standards*

Lack of
Commitment

Lack of buy-in for group decisions creates *ambiguity* throughout the organization

Fear of
Conflict

Seeking *artificial harmony* over constructive passionate debate

Absence of
Trust

Unwilling to be *vulnerable* within the group

