

The Five Dysfunctions of a Team - Reader's Guide

1. What is vulnerability-based trust and why is it so important to the team?
2. On your current/past team, have all team members been aware of the team standards - both formal and informal? Why are they important? Please refer to page 10.
3. What can teams do differently to make sure they are goal enforced?
4. What was the problem with Mikey? How can one person throw off an entire executive team?
5. What characteristics does Kathryn possess that make her such a great manager? Is she perfect?

Team Activity

Do the Personal Histories Exercises (pg. 198). This exercise helps teams work towards developing trust. Have each team member share with the group the following:

1. Where he/she grew up?
2. Number of siblings and where he/she falls in the birth order?
3. What was his/her worst job as a kid?

This will help team members slowly get to know one another on a more personal level and begin to break down barriers.