THE FIVE DYSFUNCTIONS OF A TEAM

#1: Absence of Trust
The fear of being vulnerable with team members prevents the building of trust within the team.

#2: Fear of Conflict
The desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict.

#3: Lack of Commitment
The lack of clarity or buy-in prevents team members from making decisions they will stick to.

#4: Avoidance of Accountability
The need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors and performance.

#5: Inattention to Results
The pursuit of individual goals and personal status erodes the focus on collective success.