

# Building Highly Effective Teams

## Highly Functional Teams



\*Adapted from *The Five Dysfunctions of a Team*, by Patrick Lencioni

## Group vs. Team

### WORKING GROUP

A group in which the members interact primarily to share information, best practices, or perspectives and to make decisions to help each individual perform in his or her area of responsibility.

### REAL TEAM

A small group of people with complementary skills who are equally committed to a common purpose, goal, and working approach for which they hold themselves mutually accountable.

### HIGH-PERFORMANCE TEAM

A small group that begins as a team and outperforms all reasonable expectations given its membership; what makes it high-performance is that its members are deeply committed to one another's personal growth and success.

## The 5 Dysfunctions of Teams

### ABSENCE OF TRUST

Team members are unwilling to be vulnerable within the group.

### FEAR OF CONFLICT

Team cannot engage in unfiltered and passionate debate of ideas.

### LACK OF COMMITMENT

Team members rarely have buy in or commit to decisions.

### AVOIDANCE OF ACCOUNTABILITY

Team members don't call their peers on actions/behaviours which hurt the team.

### INATTENTION TO RESULTS

Team members put their individual needs before those of the team.

## Questions to ask yourself & your team:

- What are my goals?
- What are my strengths?
- Are my commitments aligned with my core values?
- Do I trust my team, or where does trust need to be rebuilt?
- Do I hold myself accountable? Do I hold my teammates accountable?