

# Five Dysfunctions of a Team

## High Performing Team

### Objectives

- Highly motivated
- Consistently hits goals
- Focus on team results

### Accountability

- Poor performance managed
- Clear, upheld standards
- Goals and activities clear

### Commitment

- Buy in from whole team
- Full engagement
- Clear objectives & priorities

### Conflict

- Healthy team debate
- Co-design solutions
- Challenge poor behaviour

### Trust

- Ask each other for help
- Share weaknesses
- Believe in each other

Inattention to  
team objectives

Avoidance of  
team accountability

Lack of commitment

Fear of conflict

Absence of trust

## Dysfunctional Team

### Objectives

- Focus on self over team
- Poor team performance
- High team turnover

### Accountability

- Poor performance mgt
- Favouritism
- Poor performance tolerated

### Commitment

- Objectives missed
- Lack of ownership
- Poor behaviour tolerated

### Conflict

- Avoid people
- Avoid problems
- Ignore pressing issues

### Trust

- Hide mistakes
- Blame Culture
- Infighting and tribalism

# The Five Dysfunctions Of A Team Facilitators Guide Set

**IM Harris**



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