

A Team Approach for Achieving Results

Elements required
to achieve results
as a team



Based on: Patrick Lencioni, *The Five Dysfunctions of a Team*, Jossey-Bass, San Francisco, 2002

Start with a good foundation . . .

Fear of being vulnerable within a group prevents a group from being genuinely open about mistakes, weaknesses, and areas for improvement – this prevents *trust*. If there is no trust individuals will not engage in open, constructive, ideological *debate* – instead they will avoid real issues, hold back their opinions and honest concerns and will affect polite agreement that results in artificial harmony. Since individuals have not aired their true feelings and concerns through open ideological debate, a correct *strategic direction* is not possible, and there can be no real buy-in and this prevents individual *commitment* to team goals that support a valid business plan. Without committing to a clear plan of action and/or objectives individuals will not hold each other *accountable* for achievement nor call each other on actions and behaviors that run counter to the achievement of team goals. Lack of commitment and avoidance of accountability allows individuals to place individual needs such as status and ego above the collective goals of the team, resulting in inattention to team *results*.

