

Teamwork Continuum

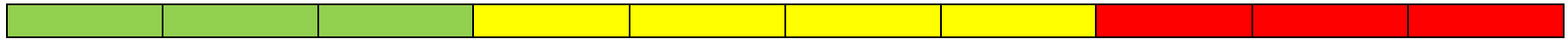
Directions: Plot where you see both the team that you lead (**direct reports**) and your cross functional **peer team** on the continuum below for each team characteristic. (**Y** = Team you lead, **X** = Peer team)

Highly Functional Team ← ----- → **Dysfunctional Team**



High level of trust. Team members are completely open with one another and can be genuinely vulnerable with each other.

Absence of trust. Team members are not vulnerable. Do not admit weaknesses, mistakes or fears.



Team members passionately debate important issues.

Fear of conflict. Team members hold back during difficult conversations.



All opinions valued. No stones left unturned. Genuine buy in around Important decisions even when there is initial disagreement.

Lack of Commitment. Ideas are not shared or welcome. Members pretend to be committed.



Peers challenge each other; ask the tough questions and hold each other to decisions and standards.

Avoidance of accountability. Members do not call out unacceptable behavior or performance.



Members focus on the **collective good** of the organization.

Inattention to Results. Members focus on their own agendas vs. the collective team and results.

What kind of advantages do you believe a highly functional team has over a highly dysfunctional team? How much time are you willing to invest as a leader to make this advantage a reality? What can you commit to doing differently?
