



Mondays *with Mike* **AULTCARE**

MONDAY TUE

Dysfunctional Teams

In his book, *The Five Dysfunctions of a Team*, Patrick Lencioni summarizes the key elements that can derail a team, a family, and/or an organization of any type. Here are those five dysfunctions:

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

Our AultCare CEO, Rick Haines, has summarized the notions shared above into his own list of three dysfunctions:

1. Lack of trust, both within departments and between departments.
2. Lack of selflessness; or said another way, being selfish
3. Lack of effort

As leaders, coaches, parents and in other roles of influence, we need to be aware of these potential pitfalls. Rick has led us to a leadership opportunity with his list of three. When time permits, take Lencioni's list of five and create your own list of three that is vital to you right now, just as Rick did.

This exercise will help you summarize your thinking, as well as set priorities to be aware of in your environments.

Have a functional week this week, and every week!