

Leadership Salon

From Struggle to Strength: Navigating Team Dynamics based on “The Five Dysfunctions of a Team” by Patrick Lencioni

Dysfunction #1: Absence of Trust

Teams that lack trust hesitate to be vulnerable and open with one another, leading to guarded communication.

Dysfunction #2: Fear of Conflict

Team members that trust each other share ideas, concerns, and different points of view openly and honestly, allowing an open discussion to find the best solution.

Dysfunction #3: Lack of Commitment

Although team consensus may not always be achieved, members demonstrate a greater willingness to commit to decisions when all alternatives have been thoroughly discussed and evaluated.

Dysfunction #4: Avoidance of Accountability

With clear decisions and standards team members feel more inclined to hold each other accountable vs. relying on the team leader to reach the set goals or results.

Dysfunction #5: Inattention to Results

Team members that trust each other, that are not afraid of controversies and productive discussions, and take full responsibility for their action items, are more inclined to put personal agendas aside and focus on the success of the team.

About the Author:

[Patrick Lencioni](#) is the author of the book ‘*The Five Dysfunctions of a Team - a Leadership Fable*’ and ‘*Overcoming the Five Dysfunctions of a Team - a Field Guide*’ that we used as the basis for our discussion about building or improving existing teams.

[The Five Dysfunctions of a Team](#)
[Team](#)

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