



# The Five Dysfunctions of a Team



## #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 for their behaviors and performance.

## #5: Inattention to Results

The pursuit of individual goals and personal status erodes the focus on collective success.