

# QRC The Five Dysfunctions of a Team

Based on The Five Dysfunctions of a Team - A leadership fable. Febr.'2018, Henny Portman



If teammates are not being held accountable for their contributions, they will be more likely to turn their attention to their own needs, and to the advancement of themselves or their departments.

In order for teammates to call each other on their behaviours and actions, they must have a clear sense of what is expected.

By engaging in productive conflict and tapping into team members' perspectives and opinions, a team can confidently commit and buy in to a decision

By building trust, a team makes conflict possible

By taking into account human imperfections, members of functional teams overcome the natural tendencies that prevent trust, conflict, commitment, accountability and the inattention on results from being positioned in the right place.