③ LACK OF **COMMITMENT**

Members of dysfunctional teams...

- Creates ambiguity among the team about direction and priorities
- Watches windows of opportunity close due to excessive analysis and unnecessary delay
- Breeds lack of confidence and fear of failure
- Revisits discussions and decisions again and again
- Encourages second-guessing among team members

Members of trusting teams...

- Creates clarity around direction and priorities
- Aligns the entire team around common objectives
- Develops an ability to learn from mistakes
- Takes advantage of opportunities before competitors do
- Moves forward without hesitation
- Changes direction without hesitation or guilt

③
LACK OF **COMMITMENT**

Dysfunctions and ways to overcome each one...

- Cascading Messaging
- Deadlines
- Contingency and Worst-case scenario analysis
- Low-risk exposure therapy
- Ability of leader to not place too high of a premium on consensus or certainty

THE **FIVE DYSFUNCTIONS** OF A TEAM by Patrick Lencioni

EA EXECUTIVE AGENDA