Members of dysfunctional teams...

- Have boring meetings
- Create environments where back-channel politics and personal attacks thrive
- Ignore controversial topics that are critical to team success
- Fail to tap into all the opinions and perspectives of team members
- Waste time and energy with posturing and interpersonal risk management

Dysfunctions and ways to overcome each one...

- Mining for conflict
- Real-Time Permission
- Personality style and Behavioral Preference tools
- Demonstration of restraint by leader when people engage in conflict

Members of trusting teams...

- Have lively, interesting meetings
- Extract and exploit the ideas of all team members
- Solve real problems quickly
- Minimize politics
- Put critical topics on the table for discussion

②
FEAR OF **CONFLICT**

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

EA EXECUTIVE AGENDA