

Patrick Lencioni believes that effective teamwork is not common in most organizations. Too often teams fall prey to five interrelated dysfunctions:

Absence of Trust: Trust is the foundation of effective teamwork.

Fear of Conflict: Teams that lack trust are not capable of engaging in open, unfiltered debate.

Lack of Commitment: When team members fail to voice their views openly during passionate debate, they rarely buy in and commit to decisions.

Avoidance of Accountability: Without commitment and buy in, team members are often hesitant to call their peers on actions and behaviors that seem counterproductive to the good of the team.

Inattention to Results: Failure to hold one another accountable creates an environment where team members put their own needs above the collective goals of the team.