

Team Work: From Dysfunctional to Virtuous

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**17th annual Jean E. Winsand for Women in School
Leadership**

Think of a time when
you were on a team that
did not produce results or
was not high functioning

What caused the
dysfunction?

5 Dysfunctions

- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results

The positive approach:

1. Trust one another
2. Engage in conflict around ideas
3. Commit to decisions and plans of action
4. Hold each other accountable
5. Focus on collective achievement



Complete the Questionnaire



Evaluate the completed questionnaire

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Becoming Virtuous



How to be the “Ideal Team Player”

Define in your own words:

Humble

Hungry

Smart

Provide an example

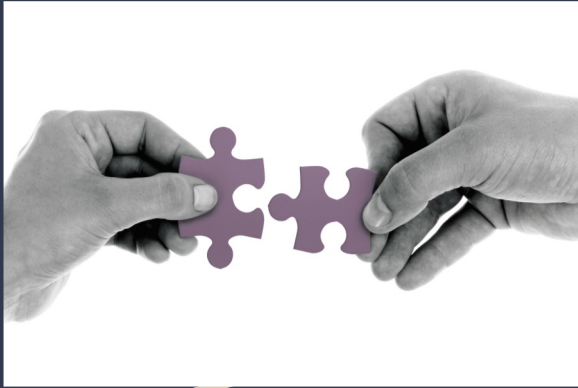
Humble, Hungry, Smart

Humility-single greatest trait of being a team player

Hungry-self-motivated, diligent

Smart-common sense about people

Tips for the Team



Building a team requires courage and persistence

Commitment to the process

Know your people

Model appropriate conflict behavior

What one thing will you commit to do doing differently to make your team more effective?



Resources

Patrick Lencioni

[The Five Dysfunctions of a Team](#) (2002)

[The Ideal Team Player](#) (2016)