

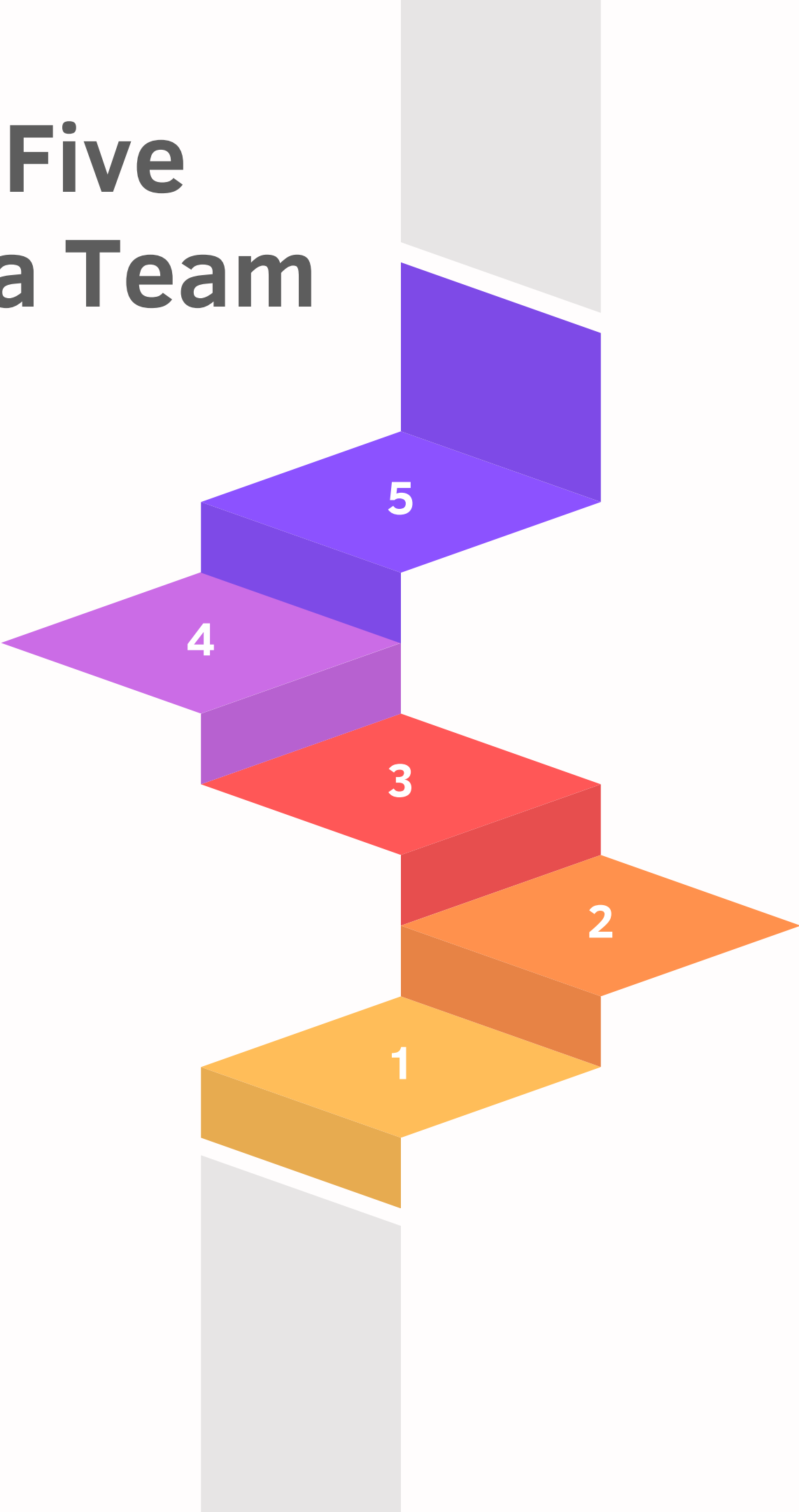
# Overcoming the Five Dysfunctions of a Team

A Practical Guide for Leaders



1 Building Trust

2 Mastering Conflict



Achieving Commitment



Embracing Accountability



Focusing on Results



# Overcoming the Five Dysfunctions of a Team

## A Practical Guide for Leaders



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### Focusing on Results

Set clear, shared goals and hold team members accountable for contributing to these goals. Regularly assess progress and adjust strategies as necessary, focusing on continuous improvement and achieving results.

4

### Embracing Accountability

Create a culture where each team member is responsible for their actions and results. Set clear roles, provide regular feedback, and ensure all team members hold each other accountable for their work.

3

### Achieving Commitment

Involve team members in goal-setting, establish clear expectations, and create a culture of trust and openness. Demonstrating how individual roles contribute to the team's objectives can improve commitment to those goals.

2

### Mastering Conflict

Encourage a culture of healthy disagreement and open dialogue. Actively listen to differing perspectives, articulate ideas clearly, and be willing to compromise when necessary to resolve conflicts effectively.

1

### Building Trust

Establish a culture of open and honest communication, clear expectations, and reliable actions. Create opportunities for collaboration and personal interactions to foster a trusting environment.

