



High Performing Teams During Times of Change

Article 5 of 5: Results

Why Should I Read This Article?

With the implementation of PPI, you will likely be faced with challenges and disruption in your teams. How can you prepare in advance, or recognize the signs of team dysfunction?

The focus of this article is on describing the absence of results and what you as a leader or individual team member can do to re-gain and/or achieve results.

What Does This Article Describe?

In this final of five article's on Patrick Lencioni's Five Dysfunctions of a team, you will learn about and begin to understand some of the common indicators that drive an inattention to results and tactics to regain focus on achieving them.

As each article builds upon each other we suggest you read this article last in the five part series.



High Performing Teams During Time of Change | Dysfunction #5 - Results

Inattention to Results

The ultimate dysfunction of a team refers to the tendency of team members to care about their own individual results over that of the organizational or project goals / objectives.

When experiencing change, understanding the projects vision and objectives is extremely important for you to understand so that every action you take aligns with achieving the vision or results you are trying to accomplish.

By reviewing the below indicators a team is not focus on results you will be able to understand when your team is not necessarily working towards the end results you need to achieve, so that you can take steps that will align your team on the journey it needs to take in order to achieve results.



Indicators a Team is not Focused on Results

Stagnates/ Fails to Grow



Lack of team development and evolution, team performance will often stagnate or decline.

Rarely Defeats Competitors



Failing to understand how the competition works and not aligning goals with this in mind, you will forever be one step behind.

Loses Achievement-Oriented Employees



Not Focusing on team and individual accomplishments, risks losing the people who drive the team success.

Individual Goals Take Precedence



Not aligning individual and team goals, often different standards arise and overall team goals can become lost.

The Team is Easily Distracted



Not focusing on results, the team can become distracted, leading to biased or incorrect outcomes.

What you can do

Commit to team development. State it, document it and share it. Reserve regular team building time.

Keep track of your competition's successes and use them as a guide to set your team goals above.

Reward individual members based on team goals and collective success.

Set teams goals at the beginning. Ensure that the team prioritizes team goals over individual pursuits.

Keep team goals visible. Hold regular touch point meetings to update and align current tasks with overall goals.