Why Teams Underachieve

Teams with an absence of trust...
- Conceal ______________ from each other
- Hesitate to ask for ____________________
- Don’t provide constructive feedback
- Fail to tap into one another’s _____________ & experiences
- Waste time & ________________ managing their behaviors
- Hold _______________
- Dread meetings & avoid spending time together

Teams that fear conflict...
- Have ________________ meetings
- Ignore ________________ topics that are critical to team success
- Fail to tap into all the ________________ and perspectives of team members
- Waste time and energy with posturing and interpersonal ________________ management

A team that fails to commit...
- Creates ________________ among the team about direction and priorities
- Watches windows of opportunity close due to excessive ________________ and unnecessary delay
- Breeds lack of confidence and ________________ of failure
- ________________ discussions and decisions again and again

A team that avoids accountability...
- Creates ________________ among team members who have different standards of performance
- Encourages ________________
- Misses ________________
- Places an undue ________________ on the team leader as the sole source of discipline.

A team that is not focused on results
- Stagnates or ________________ to grow
- Loses ________________-oriented employees/team members
- Encourages team members to focus on their ________________ goals
- Is easily distracted