KEY INGREDIENTS for a COHESIVE TEAM

What do you imagine when you hear the term “effective team?” More than likely, you think of a team that works seamlessly, free of politics and posturing. Work gets done effectively with everyone contributing to the success of the team’s goals. It may seem like a challenge to create such a team, but it is possible. How? By observing teams that are successful and following the example and principles they follow.

The first step is to have your team assess themselves. How else will you learn how the team sees itself? An assessment will help you define the areas in which your team needs to improve.

In “The Five Dysfunctions of a Team,” Patrick Lencioni has identified those behaviors that make up a cohesive and successful team. Here is a brief overview of them.

**Trust one another.** This is paramount. None of the following behaviors can happen if there is no trust between members. Trust is built over time, so may need to spend time in this area first.

**Remove fear of conflict.** Conflict can be productive when it’s not personal. With trust in place, conflict from challenging another’s ideas can become productive and produce results.

**Commit to decisions.** For a team to succeed, everyone needs to support team decisions and be committed to upholding them. Make sure everyone has a say in a decision, even if they don’t agree with the course of action approved by the team.

**Hold one another accountable.** Team members must be accountable to themselves and to other team members with regards to work and actions. Be clear on who is responsible for what.

**Focus on achieving results as a team.** Make sure that all team members are focused on the real goals of the team and organizations. Mission statements will help in this area.

Use your awareness of these behaviors to help your team be more effective. Used alongside other effectiveness tools, your team will thrive and be successful.

**THIS WEEK’S CHALLENGE:**

If you feel that your team has some opportunity to increase cohesiveness and productivity, talk to them about being open to some ways to get started on a plan for improvement. Take a team assessment and be transparent with everyone about the results. Read “The Five Dysfunctions of a Team” by Patrick Lencioni to learn more about how to help your team be more cohesive and effective.

**KEEP ON LEARNING**

- Watch “Five Dysfunctions of a Team” by Patrick Lencioni.
- Watch this [LinkedIn/Lynda video](#) to learn why trust is so important as the foundation of team building.
- Use this [Learn Now Guide](#) for tips on developing a high performing team.