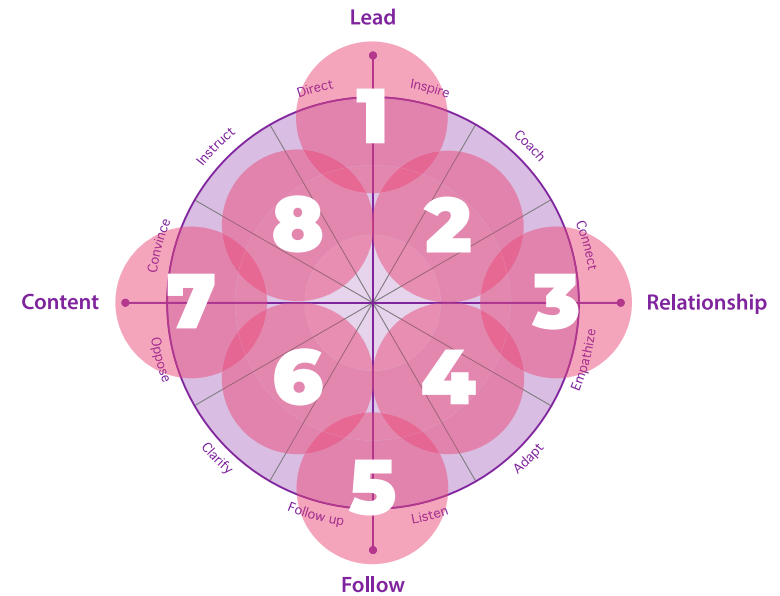
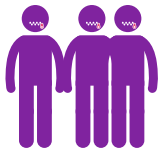


# Checklist: Ineffectiveness in team dynamics

Which collective blind spots do you recognize within your team?



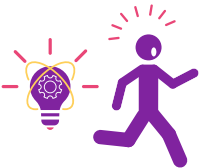
1



## Lack of Leading behavior

- People hesitate to give their input.
- There are a lot of awkward silences.
- There is a lack of initiative.

2



## Lack of Co-creation

- There is a resistance towards innovation.
- It is hard to come up with original and creative solutions.
- People linger in the past.

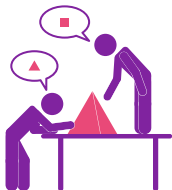
3



## Lack of Relationship-orientation

- Team members work as silos.
- Team members are competing instead of collaborating.
- It is hard to gain consensus / Members can quickly become polarized.

4



## Lack of Togetherness

- People only see things from their own perspective.
- There is no sense of community.
- There is a lack of trust.

5



## Lack of Following behavior

- Meetings are very chaotic.
- People are constantly interrupting each other.
- Nobody feels heard.

6



## Lack of Quality-orientation

- Team members lack commitment.
- Work is done sloppily.
- There is a lack of alignment.

7



## Lack of Content-orientation

- There is more talk than action.
- The team lacks determination and decisiveness.
- People are not showing their true colors.

8



## Lack of Output-orientation

- Results and deadlines are not met.
- The purpose is non-existent, and the team has a lack of focus.
- People fear to address conflicts and avoid giving feedback.