

<b>Problem</b>	<b>Symptom</b>	<b>Solution</b>
<b>Mismatched needs</b>	People with private agendas working at cross-purposes	Get hidden agendas on the table by asking what people want, personally, from team environment
<b>Confused goals/ Cluttered objectives</b>	People don't know what they are supposed to do, or it makes no sense	Clarify the reason the team exists; define its purpose and expected outcomes
<b>Unresolved roles</b>	Team members are uncertain what their job is	Inform team members of job expectations
<b>Bad decision making</b>	Teams may be making the right decisions, but the wrong way	Choose a decision making approach appropriate to each decision

<b>Bad policies, stupid procedures</b>	Team is at the mercy of the employee handbook from hell	Throw away the book and start making sense
<b>Personality conflicts</b>	Team members do not get on	Learn what team members expect and want from each other, what they prefer & how they differ. Start valuing and using differences
<b>Bad leadership</b>	Leadership is inconsistent, poor or non-existent	The leader must keep the team's vision alive or leave it to someone else
<b>Unclear vision</b>	Leader has foisted a defocused mission on the team	Get a better vision or don't bother having a team

<b>Anti-team culture</b>	You aren't really committed to the teamwork idea	Team for the right reasons or don't team at all. Never force people onto a team
<b>Insufficient feedback and Information</b>	Unmeasured performance. Members groping in the dark	Create a free-flow system to and from members
<b>Ill-Conceived reward systems</b>	People are being rewarded for the wrong things	Make teams feel safe doing their job. Reward team as well as individual behaviours
<b>Lack of team trust</b>	Members are unable to commit to the team	Stop being untrustworthy, or disband and reform the team
<b>Unwillingness to change</b>	The team knows what to do but will not do it	Find the blockage. Use dynamite or vaseline to unblock it

<b>The wrong tools</b>	The team is battling with bows and arrows	Equip the team with the right tools or allow freedom to be creative
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## Why teams don't work

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