The characteristics of the team's success

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Abstract: In this article I explain how to success among team members. How to overcome any difficulties that might occur among team. To achieve team objectives it should follow some significant principles in order reach peak.

Teams are very fundamental elements that play great roles in the success of any group or company. They play significant roles through helping parties achieve their target goals. However, teams are faced by challenges that influence their operations and how affairs are carried out. These challenges are called dysfunctions. Taking this into account, this paper seeks to examine and explain the five dysfunctions of a team.

Overcoming Absence of Trust

Trust is an extremely essential constituent in the formation of any team. Trying to safeguard reputation, a lot of time and ideas are wasted. Members of the group must interact together to increase the morale within the members. Encouraging open dialogues among the members during meetings would solve this dysfunction. Individuals should share personal histories to create trust amongst the group members. Bad experiences among members also cause mistrust among members. The leader should be the first to lead the team sharing personal experiences in order to effectively create conviction among members.

Overcoming Fear of Conflict

When a team is able to solve issues affecting trust, they can now be able to discuss and resolve conflicting issues by bringing ideologies and views together. Healthy conflict resolution is key to the success of any team. All disagreements should be placed at the table for further scrutiny and help come up with common healthy resolutions. All issues affecting the team members should be handed over to the leaders and communicated effectively to all affiliates and discussed successfully.

Overcoming Lack of Commitment

False consensus in meetings from unhealthy debates results to lack of commitment in teams. Communicating awareness and decisions acceptance is key to team understanding. Deadlines must be well set to ensure all members are time sensitive. Leaders should also be liable to accept the consequences associated wrong decisions and the team should be held accountable. To ensure that deadlines are well and timely met, means of communication should be efficient and effective. Advanced planning should be ensured by the leaders so that they can make the necessary policies and strategies in time so that no delay would be viewed on the achievement of team goals.

Overcoming Avoidance of Accountability

The team should establish a list of objectives and goals that they want to accomplish at the end of the work period. Clear policies and standards help to indicate every person's work and therefore accountability will be easy as each person will be liable for the work he or she

performs. Regular process reviews are important because they are able to evaluate deviation from the team's main objectives and therefore able to account for each activity. Members of the team should be rewarded on account of what they have done basing it on the accomplishments of individuals and the team at large. Leaders should also create an efficient and competent culture or norm of accountability so that any information can be traced resourcefully and successfully without the need to assemble all segments together.

Overcoming Inattention to Results

This may be caused by self-preservation especially if members of the team are not held accountable for their inputs to the final results. Operative measures aligning individual's incentives with the team's success will help combat the problem of inattention to results. Goals should be well laid and duties of each person clearly stated and co-jointed with what is expected at the final objectives of the team. Results make members of the team to work hard especially if they know the will be publicly announced. Taking this into account, results should be openly declared. In addition, members should be rewarded based on individual results meaning that the input produced by an associate determines the rewards. Moreover, leaders should be focused on results and not the processes involved or associated with the tasks at hand.