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| **Features of Ineffective Teams With Non-Committed Team Members** |
| **Qualities of Ineffective Teams** |
| • Tense climate, signs of boredom• Closed and one-way communication. Ideas and feelings are discouraged. Members are reluctant to speak up. May be “hidden agendas.”• Interactions are based on authority. Chair may dominate the group. Members participate unequally. People with more power dominate.• Unclear, misunderstood, or imposed goals may be accepted by members.• Decision-making done by the highest authority, with minimal group involvement.• Distrust among members, and members forced to conform.• Disagreements or conflicts are ignored, denied, suppressed.• Power is based on position in group. Employees do what they are told to do or suffer the consequences.• Problem-solving is low. Criticism is destructive, members are attacked, prevents job from getting done.• Group self-evaluation is seldom done. If evaluation is done, it is done by the highest authority.• Creativity is discouraged. Members are afraid they will be laughed at or will appear foolish if they suggest something that is creative. |
| **Indications of Group Non-Commitment** |
| • Members do not feel a strong sense of belonging.• Members do not enjoy being with each other and dread meetings.• Members are in a hurry to leave after the meeting is over.• Members do not confide in each other.• Members generally do not like each other and do not value contributions made.• Members are not motivated to work for the good of the team.• Members speak negatively about the team. |