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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. |