



Team Behavior Symptoms

Healthy Teams

- mutual trust
- clear goals
- sense of inclusion
- here & now focus
- shared leadership
- willingness to take risks
- conflict invited and addressed
- individual and group accountability
- feedback welcomed
- closeness and cohesion
- clear communication
- hopeful
- shared power
- group interest

Unhealthy Teams

- undercurrent of hostility
- lack of direction
- people feel excluded
- preoccupation with the past
- team relies on leaders
- cautious adherence to status quo
- conflict avoided, not discussed
- attribution of blame
- defensiveness
- distance and fragmentation
- indirect messages
- helpless and stuck
- use of power to control others
- self interest