# AVOIDANCE OF ACCOUNTABILITY

### Members of dysfunctional teams...

- Creates resentment among team members who have different standards of performance
- Encourages mediocrity
- Misses deadlines and key deliverables
- Places an undue burden on the team leader as the sole source of discipline

### AVOIDANCE OF ACCOUNTABILITY

## Dysfunctions and ways to overcome each one...

- Publication of goals and standards
- Simple and regular progress reviews
  - Team rewards
- Ability of leader to allow the team to serve as the first and primary accountability mechanism

#### Members of trusting teams...

- Ensures that poor performers feel pressure to improve
  - Identifies potential problems quickly by questioning one another's approaches without hesitation
    - Establishes respect among team members who are held to the same high standards
      - Avoids excessive bureaucracy around performance management and corrective action

