

# LEADERSHIP DISEASE CHECKLIST E4. NOBILDATEAM DISORDER

## IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- People are assigned to a team without you or the team knowing much about them.
- Team members cannot describe each other's background, knowledge, skills, or experience.
- You know little about your team members and what makes them tick.
- A culture of tolerance for ineffective or disruptive people is created.
- No one can define the terms collaboration or consensus.
- Your team feels outside of what is going on or that what they are doing is not important.
- People do not understand how life experience and background is part of diversity.
- Someone, other than you, assumes the role of team leader.
- Team members do not get what they need; therefore, they do not try and eventually withdraw.
- There is stress on everyone, and it negatively impacts what they are trying to achieve.
- Extra effort is needed to keep a team motivated and focused.
- You and your people do not know how to develop a team's unique collective talents.
- Teams complain about each other or complain about other teams and groups.
- People are forced to conform or get pushed out.
- People do not draw on the talents of each other.
- People avoid interacting with specific people or anyone on their team.
- The team is embarrassed, and morale is damaged.
- Your favorites are given best assignments or easy tasks.
- People feel you do not trust their team to execute on goals.
- Dysfunction unwittingly creates a toxic team.
- Discontent and worries grow among the team about its ability to perform.
- You will never have a *dream team*.
- Teams explode over dissatisfaction and dysfunctionality.
- Coworkers are not respectful to each other.
- People feel that the teammates do not really care about them or *have their back*.

NOBILDATEAM DISORDER - IMPACT: Total Score: