



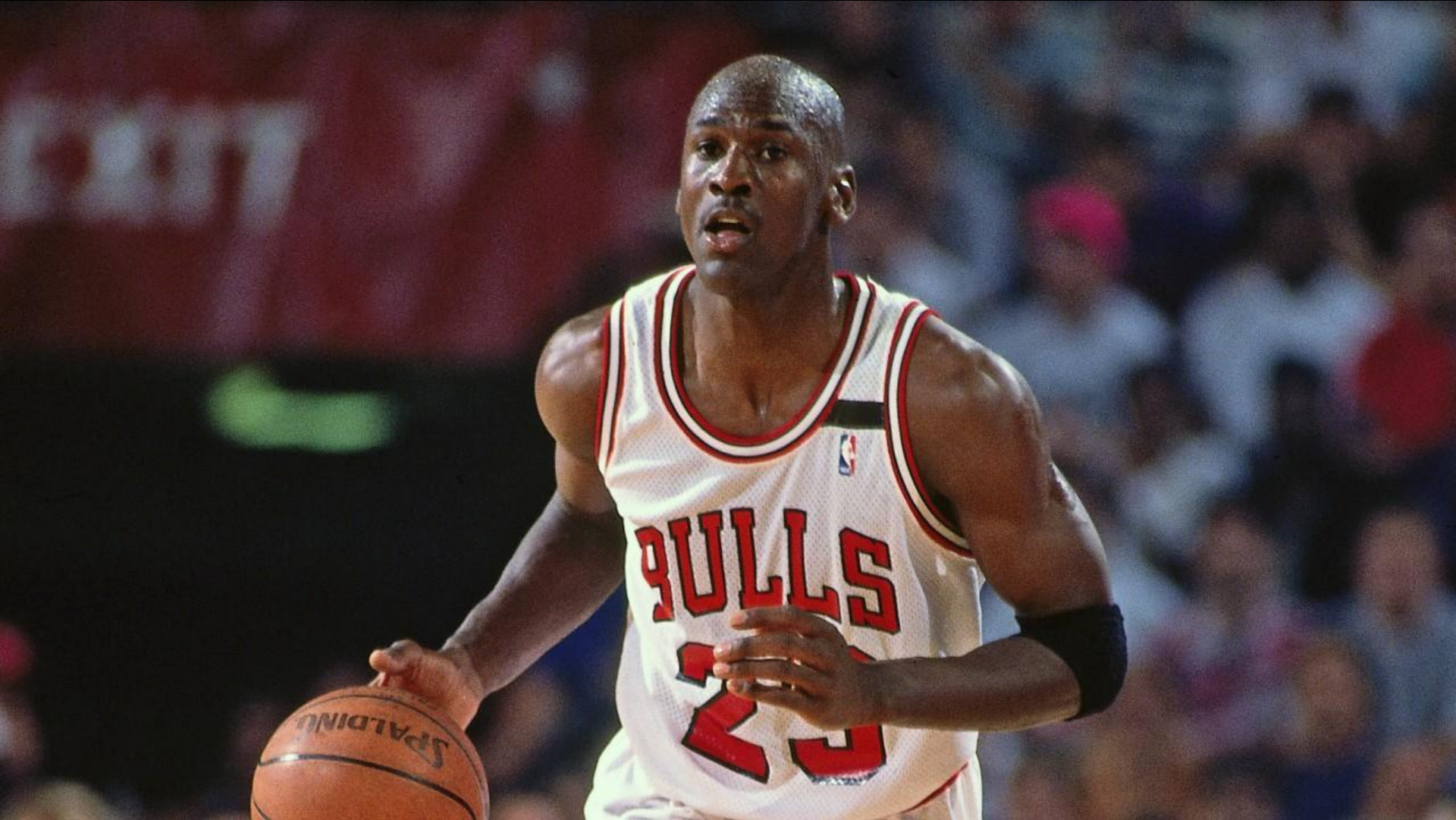
FAIRFIELD COUNTY BOARD OF  
**DEVELOPMENTAL  
DISABILITIES**

Teamwork makes the Dream Work

**Teamwork**

# The Law of Significance

1 is too small a number  
to achieve success.







  
BARCLAYS

KPI



# The Law of Significance

Teamwork Makes the  
Dream Work.





# The Law of Significance

Teamwork Makes the  
Dream Work.

# TEAM PROJECT

## BUILD IT

Using only the following, build the tallest structure you can:

**11 Pieces Spaghetti**

**Tape**

**String**

**1 marshmallow**

# TEAM PROJECT

## BUILD IT

Using only the following, build the tallest structure you can:

**11 Pieces Spaghetti**

**Tape**

**String**

**1 marshmallow (must be on top)**

Even though we know  
the importance of a  
team....

Why do we sometimes  
stand alone?

# Some Reasons We Stand Alone

1. Ego
2. Insecurity
3. Naivete
4. Accountability

# The Law of the Chain

The strength of the  
team is impacted by its  
weakest link

# The Law of the Chain

- Not everyone WILL make the journey
- Not everyone SHOULD make the journey
- Not everyone CAN make the journey

# Why is this important

When we don't deal with the weak link:

- Stronger members must do the weaker member's job
- Leads to frustration
- Stronger members question the leader's ability to lead



# The Law of the Bad Apple

## Rotten Attitudes Ruin the Team

*“The world is filled with willing people; some willing to work, the rest willing to let them.” –  
Robert Frost*







# The Law of Value and Equality

## DISCUSS:

Everyone on the team is important and has value, but not everyone on the team is equal.

# The Law of the Edge

The difference between  
two equally talented  
teams is leadership

# The Law of the Edge

## DISCUSS:

There's no such thing as bad teams...only bad leaders!

# The 5 Dysfunctions of a Team

1. The Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results



# The 5 Dysfunctions of a Team

If even ONE dysfunction is present, the effectiveness of the team deteriorates significantly.

# The 5 Dysfunctions of a Team

1. The Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results

# The Positive View...

- ~~1. The Absence of Trust~~
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
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# The Positive View...

1. Trust
2. Positive Conflict
3. Commitment
4. Accountability
5. Results



# TEAM ASSESSMENT

**For your own use...not to be turned in. We will not discuss.**

# Can I Help You Further???

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