

Scoring Sheet for Team Dysfunctions

Absence of Trust

Statement 4 _____

Statement 6 _____

Statement 12 _____

Total _____

Fear of Conflict

Statement 1 _____

Statement 7 _____

Statement 10 _____

Total _____

Lack of Commitment

Statement 3 _____

Statement 8 _____

Statement 13 _____

Total _____

Avoidance of Accountability

Statement 2 _____

Statement 11 _____

Statement 14 _____

Total _____

Inattention to Results

Statement 5 _____

Statement 9 _____

Statement 15 _____

Total _____

A score of 8 or 9 is probable indication that this dysfunction is not a problem for your team

A score of 6 or 7 indicates the dysfunction could be a problem

A score of 3 to 5 is probably an indication that the dysfunction needs to be addressed.

Regardless of your scores it is important to keep in mind that every team needs constant work, because it, even the best ones deviate towards dysfunction.

Source: Lencioni, Patrick M. (2011-11-17). [The Five Dysfunctions of a Team: A Leadership Fable](#) (J-B Lencioni Series). (192-194). Wiley. Kindle Edition.