

Some Causes For Lack of Teamwork

- 1) Disagreements re: what teamwork is.
 - Different beliefs.
 - Different experiences.

- 2) The fundamental nature of the work is not very interdependent, and therefore teamwork is not really needed. Basic professionalism and cooperation is.

- 3) People are punished for teamwork.

- 4) Lack of clarity about decision making.
 - Who has authority over what, is changing or unclear.
 - Methods for making decisions are changing or unclear.

- 5) Lack of team communication skills.
 - Discussion, dialogue, listening, advocating without aggressiveness.
 - Conflict resolution.

- 6) Lack of emotional management abilities.

- 7) Poor group facilitation.
 - Facilitator skills.
 - Inadequate ground rules.

- 8) Lack of trust.
 - Interpersonally.
 - For the organization.

- 9) Lack of time.