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.