



Book Review

TITLE: The Five Dysfunctions of a Team
AUTHOR: Patrick Lencioni
DATE: March 2022 (reread)

PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

I've read this book multiple times before, but since becoming an Authorize Partner for The Five Behaviours of a Cohesive Team, I wanted to read it again.

A-HA MOMENTS

What a-ha moments did you have when reading?

- Relationships require productive conflict to grow (p. 202)
- Consensus is not required for commitment; just need to ensure everyone is heard (can't always get to consensus) (p. 207-8)
- Worrying about ruining a relationship by holding someone accountable is counterintuitive as resentment is worse

QUESTIONS

What questions do you have after reading that you want to investigate?

- How can I become better at holding people accountable? Does this tie in with boundaries at all?
- Since results is defined more broadly than financial measures, how could we define it?

CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- Trust requires vulnerability - Brené Brown
- Behaviour Preference Profiles such as DISC can help with building trust (what I've been doing!!!)

ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Write the story of the team who dreads meetings and wastes energy - we've all experienced it (p. 196)
- Use the team descriptions for each of the dysfunctions as basis of blog posts (create a series similar to the one I did on DISC)
- Write a blog post about productive ideological conflict vs destructive fighting (p. 202)

POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

I love all of Lencioni's book. The fable is really easy to read and it's quick to get through. The advice is tangible and straight forward. Even though I've read this book multiple times, I would absolutely read it again and would recommend it to any leader (beginner or experienced)