

SEVEN BARRIERS TO TEAMWORK

1. *Rewards and Compensations*

80% of the respondents indicated that rewards and compensation are based on individual performance versus teams. As a result, the team has little incentive to perform well. Personal agendas take over.

2. *Appraisal Systems*

A very small percentage of respondents confirmed that the employees were evaluated on team performance during their annual reviews.

3. *Poor Communication from the Top*

Employees don't know the Mission/Vision/Goals of the organization.

4. *Trust*

Most managers felt that they couldn't trust their employees to make decisions as a team without management approval.

5. *Organizational Structure*

The structure encourages internal competition when we should be fighting external competition.

6. *Personal Agendas*

Some individuals are on a power trip.

7. *Lack of skills*

Many team members are not trained how to be a team player.

Other barriers include egos and different values, cultures and beliefs.

Take a moment to write a "W" beside the barriers that exist in your organization. Then, put a plan into action to overcome them.

Source: K-Burr, Betska, Creating Champions. Toronto: Macmillan