



Dysfunctional Team Member Behaviors

Dysfunctional team member behaviors can impact the work flow of the team if not appropriately challenged.

- Some task behaviors can interfere with the team being able to accomplish its goal.
- Some process behaviors can prevent the team from developing a supportive climate.

Some of the dysfunctional task behaviors are as follows:

Condescending Putting down team member contributions as irrelevant.

Bullying Being inconsiderate of other team member's needs.

Blocking Arguing too much on a point and rejecting expressed ideas without consideration.

Avoiding Not paying attention to facts or relevant ideas.

Withdrawing Acting passive or indifferent, wandering from the subject of discussion.

Joking Excessive playing around, telling jokes, and mimicking other members.

Dominating Excessive talking, interrupting others, criticizing, and blaming.

Self-Seeking Putting one's personal needs before the team's needs.

| Behaviours Contributing to a Defensive Climate | Behaviours contributing to a Supportive Climate |
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| <p>1.Evaluation</p> <ul style="list-style-type: none"> (a) Appraising (b) Accusing (c) Judging (d) Indoctrinating (e) Correcting | <p>1. Description</p> <ul style="list-style-type: none"> (a) A genuine request for information |
| <p>2. Control</p> <ul style="list-style-type: none"> (a) To change (b) . To influence (c) To restrict (d) To persuade (e) To threaten | <p>2. Problem Orientation</p> <ul style="list-style-type: none"> (a) Continuing redefinition (b) Mutual Problem (c) Cooperative request (d) Common task (e) Plan with, not for |
| <p>3. Strategy</p> <ul style="list-style-type: none"> (a) One-upmanship (b) Maneuvering (c) Gamesmanship | <p>3. Spontaneity</p> <ul style="list-style-type: none"> (a) Uncomplicated motivations (b) Straightforward (c) Free interaction |
| <p>4. Neutrality</p> <ul style="list-style-type: none"> (a) Apathetic (b) Passive (c) Considered an object, not a person | <p>4. Empathy</p> <ul style="list-style-type: none"> (a) Acceptance (b) Identify with problem (c) Share feeling (d) Open to emotional reaction (e) Understanding (f) Confidence |
| <p>5. Superiority</p> <ul style="list-style-type: none"> (a) Does not desire relationship (b) Does not desire feedback (c) Does not desire help (d) Make dependent | <p>5. Equality</p> <ul style="list-style-type: none"> (a) Mutual respect (b) Mutual trust (c) Permits growth and maturing (d) Mutuality |
| <p>6. Certainty</p> <ul style="list-style-type: none"> (a) Dogmatic (b) Teacher, not co-worker (c) Conformity | <p>6. Empathy</p> <ul style="list-style-type: none"> (a) Willing to experiment (b) Willing to investigate (c) Creative (d) Innovate (e) Accept feedback |