

COUNTER-PRODUCTIVE TEAM MEMBER BEHAVIORS

AGGRESSION

A team member may deflate others' status by attacking the individual, the team, or the team's values. Joking in a barbed or cynical way is also aggressive behavior. "That's the dumbest idea I've ever heard!" or "What can you expect from one of those kinds of people."

BLOCKING

Disagreeing and opposing other's viewpoints beyond reason for personal reasons will inhibit team efforts. "I've said it before, and I'll say it again, it won't work."

DOMINATING

A team member may assert authority or superiority to manipulate the team. A team member may also interrupt the contributions of others in an effort to dominate the team."

OUT OF FIELD BEHAVIOR

This is indicated by a team member's lack of involvement in the team interactions. The member may abandon the team while remaining physically with the group after a proposed idea of the member is rejected. This team member is not able to handle conflict in a constructive manner and exhibits this in defensive behavior. Leaning back in a chair, gazing outside, and a look of disdain are all symptoms.

SPECIAL INTEREST SOLICITATION

This type of behavior is where a team member uses the team solely for advocating zealous interests such as anti-pollution, save the whales, equal rights, or unionization.