COUNTER-PRODUCTIVE TEAM MEMBER BEHAVIORS

1. Aggression
   a. Attempts to deflate or attack team members, the team as a whole, or the team’s values
   b. Engages in barbed, cynical or sarcastic joking such as, “That’s the dumbest idea I’ve ever heard!” “Did you really expect more from these people?”
   c. Leans back in chair, gazes away from the group, or looks disdainfully at others

2. Avoiding
   a. Present at meetings, but unwilling to participate
   b. Does not actively pursue what is best for the team or the team’s mission
   c. Content with ‘sitting on the fence’

3. Blocking
   a. Disagrees with and/or opposes the viewpoint of others beyond reason
   b. Attempts to inhibit or hinder the efforts of the team (i.e., “I’ve said it before and I’ll say it again, this won’t work.”)
   c. Uses threats or declarations of non-support of team decisions

4. Dominating
   a. Attempts to assert authority or superiority to manipulate the team
   b. Interrupts the contributions of other team members on a regular basis
   c. Attempts to monopolize much of the team’s ‘air time’ to get his/her way

5. Recognition Seeking
   a. Constantly clowning or joking
   b. Continuously reminds the team of his/her contributions and sacrifices to help the team
   c. Engages in various attention-seeking behaviors

6. Special Interest or Out-of-Field Behavior
   a. Contributes only when advocating for topics of personal interest
   b. Attempts to steer conversation away from topic at hand to areas of interest
   c. Lack of involvement with the team once his/her topic of interest is not pursued