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### **Overview:**

What if you were able to describe your team as an epic one? If you are not currently on one, there are a number of reasons why this is the case. Luckily for you and your team, there are solutions to dysfunctional teams.

## **On a dysfunctional team? No need to be.**

No one brags about being on a dysfunctional team, and members of this team are generally well aware their team is classified this way. Are you on a dysfunctional team, or do you manage one?

Most teams have cycles to them, and this is largely driven by a calendar focused revenue demand structure. This isn't one of the reasons a team is dysfunctional. A team's dysfunction is tied to a number of other factors, and most people have experienced at least one of these reasons.

One of the contributing factors to a team dysfunction, has to do with who is managing or leading the team. If the leader or manager of the team lacks a number of fundamental skills which they should possess (e.g., experience, focus, having the best interests of each team member in mind, setting each person up for success), this is where the dysfunction can start.

However, it's not always or only the leader or manager who contributes to a team's dysfunction. Often it is a single individual, or a few people on the team who are the contributing culprits.

So, is it possible to identify leaders or team members who are causing your teams dysfunction? Yes, it is. Even better, a dysfunctional team can be turned into an epic team, and one you will love being on!

To help get you started with identifying the signs of a dysfunctional team, I have provided you with some suggestions about how to do this. More importantly, I will then offer ideas on how to begin breaking down, and putting your team dysfunctions away.

Signs of a dysfunctional team:

- Lack of performance is one of the tell-tale signs.
- A break down in day to day communication.
- Trust amongst the team is limited, or non-existent.
- A constant state of chaos is the norm.
- Respect? Forget about it.

Now, here are some getting started suggestions on how to turn a dysfunctional team around:

- Ask someone from another well-run team for advice on why their team is performing well.
- Ask your colleagues if they think your team can work better together?
- Ask your leader how they would rate your team (e.g., on a scale of 1-10, with 10 being the best). If you are rated a 7, your rating might actually be much lower, and they being politically safe.
- Turning a team around takes time. Does the leadership person not associated with your team, but who the leader of your team reports to, support what it will take to make the required adjustments to your team to improve?
- Has your Human Resources/Capital team been asked to constructively help your team, either the leader of the team, individuals on the team, or the entire team? They may or may not have the skills to help. If they do not, they will need to seek outside expertise to help them.
- Do you believe your team can become a highly functional team, or have you given up completely on your team? If you have given up, you are part of the dysfunction.

If you are leading or on a dysfunctional team, and you start with some of the suggestions above, this is when the initial magic of a functional team begins to emerge. Of course, it is much more complicated than what I have outlined above to evolve and turn around a dysfunctional team, but you need to start some place.

The feeling one gets when they are on and part of an epic or rock star team is one of the best experiences. I firmly believe all teams have the capacity to be epic rock star teams. However, the caveat is that it takes commitment and resources to achieve developing this type of team.

Now, if you are wondering if this concept is industry or sport specific, it's not.

Kathleen E. R. Murphy is the Founder, Chief Performance Strategist and CEO of [MarketMe Too](#). She is a Gallup Certified Strengths Coach, author of [Wisdom Whisperer](#), and is a well-respected motivational and social influencer who has a global following from her numerous speaking, print, radio and television media appearances.

Our expertise is in uniting, motivating and bridging teams (sports & business). What does this do for our clients? It provides them with an acceleration boost to reach their goals sooner, and interact with a renewed efficiency, focus and energy level.

Market Me Too also works with individuals from students to C-level executives. The individuals, business and sports teams we work with are coached on how to leverage and apply their peak performance talents on a daily basis. Our coaching produces repeatable, measurable and amazing results personally and professionally. Need proof? Just talk to our clients, or read through our testimonials.

If you want better and different results, let's talk. We know how to help you get them. Contact Kathleen at [kathymurphy@me.com](mailto:kathymurphy@me.com) or (339) 987-0195.