



The Advantage: Teamwork Model



#1: Building Trust

Team members who trust one another are comfortable being open, even exposed, to one another about their failures, weaknesses, and fears.

#2: Mastering Conflict

When trust is present, teams are able to engage in unfiltered ideological debate around ideas, issues and decisions that must be made.

#3: Achieving Commitment

The ability to engage in conflict and provide input enables team members to buy-in or commit to decisions.

#4: Embracing Accountability

After commitment is established, team members must be willing to hold one another accountable and remind each other when actions are counterproductive to the team.

#5: Focusing on Results

Collective team results must supersede any departmental or personal objectives or pursuits.

This model originated from Lencioni's national best-seller, *The Five Dysfunctions of a Team*.
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