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5 dysfunctions of a team

Table of contents

[Trust 2](#_Toc481237778)

[1. Mistakes 2](#_Toc481237779)

[2. Fear of conflict 2](#_Toc481237780)

[3. Lack of commitment 3](#_Toc481237781)

[4. Accountability 3](#_Toc481237782)

[5. Inattention to results 4](#_Toc481237783)

[Exchange of truth 4](#_Toc481237784)

# Trust

Today’s message is stolen, it is about the book 5 dysfunctions of a team. Each dysfunction one at a time, it is like a ladder. You're probably going to start with an absence of trust, you need to build trust among your team. You will still get work done, but the long term will be weak because of the lack of trust.

Trust is the fear to be vulnerable with team members

If you don't have the ability to be vulnerable amongst your team. How to build trust? You are vulnerable. As a leader, you need to go first. You can't expect people to model something you're not modeling yourself. Developing trust takes time. A small church with a small leadership team cost a year. What you are going after takes time.

How emotionally intelligent are you as a leader; to find out what is going on internally amongst your team members? Sometimes for the sake of equality, we are doing a poor job. If you don't assess as a leader how good everything is you will minimize the growth opportunity as a whole.

# 1. Mistakes

Really successful leaders ask questions to themselves more than other people. Not how to let them follow me, but how can I lead my leaders better? Developing trust will let you make mistakes. Making mistakes is the primary thing that builds trust. It is about the way you respond to mistakes to build trust. If a team member makes a mistake and I handle it in a great way it makes them feel secure.

The best way to grow is by taking risk, but if you don't want mistakes that is bad because then people won't take risks. You can't stage vulnerability it is like watching a real fight and watching WWE.

Trust must be maintained. It runs on a ladder, you need to have them all. If you can build trust you need to maintain it, it doesn't stay because of the environment but is a constant thing you need to nurture as a leader to keep your organization successful.

# 2. Fear of conflict

The goal is to master conflict. The desire to preserve artificial harmony stifles the occurrence of productive conflict. If leaders don't have conflict, they are a very scary leader. A weak team or they are not trustworthy. I have a conflict with my kids all the time.

You don’t have arguments, but healthy conflict. You need trust to have that. The ability of my 6-year-old to tell me how he feels he has the ability to do so. Some of us can’t have an opinion, crazy to have one. Whatever the leader says that goes, is it workable? A bunch of places work that way. Is it healthy? I don't think so.

If you have a conflict before trust you have disconnection. If you have conflict within trust you maximize the connection you have with each other. Conflict is uncomfortable, it should be. If you love conflict, please go somewhere else. People who love conflict, it tends to be more about them personally than solving a problem or going through something. As much about hearing as being heard. Most people do conflict to get heard, not to understand.

Our culture of honor is a huge piece in doing conflict well. If we’re not careful we think disagreement looks like dishonor and it isn’t. Healthy conflict requires honesty: this is what I felt like when you.

# 3. Lack of commitment

Trust says: I can talk with you. Conflict is healthy and we do it. In conflict, our commitment rises through. Can I say yes to you even though we are in conflict? Church history: we disagree and move on. The question is: can you disagree and stay committed? Can you hear someone say something up here that you disagree with and still come to school tomorrow?

Managing conflict helps you to achieve commitment. Lack of clarity and the fear of being wrong keeps people from making decisions in a firm and fast way.

If you can get clarity you can get certainty. Without certainty, you don't know what we're doing. My responsibility to be clear in presenting information. Hopefully, we're communicating clearly what we're trying to accomplish. Certainty within the context.

Consensus is not required. You can have consensus, but you don’t need it to have commitment. Commitment means: “I don’t run away from you when I disagree with you.” When we say yes to commitment we get to embrace accountability

# 4. Accountability

If you want this, you have to be committed to something. Every time you say yes to something like that I expect you to do this. We want accountability. Avoidance of accountability is the need to avoid personal comfort. I don’t want to say that to him, I am not down with that. They don’t understand what accountability will do internally. Team dynamic it is equally as painful as him to go to Dann as to hold one of his team members accountable. We don’t want to avoid this, do this in a good way.

You're accountable for all the good stuff, as well as all the areas you’re still growing in.

On a really strong team accountability happens among peers, not just supervisors. Too many times we wait for someone in authority to do the confronting stuff. Healthy looks like accountability amongst peers. Embrace accountability when you do that well not only the leader does it, but also the team. As a leader you have a whole lot less work, the team is more successful.

# 5. Inattention to results

If you do all these things you will focus on results if you don't focus on results it is about the desire for individual credit that you don't focus on the team. Either my ego is too big that we all want the credit. Those are not fun people to work with. Sometimes if you're too focussed on advancement you end up minimizing the results you get.

If you focus on where you're headed you don't always get the results you want here and now. More on your team as the department, not your team as a part of the bigger picture. I have to hold this in tension, my second year team is vital to me, but not at the expense of the first year team. BSSM gives a million dollars to Bethel every year, my department doesn't supersede this.

Teams are successful because of the people you have around you, not just because of you.

# Exchange of truth

Trust is different from trust and restoration. In situations where this would be tested, I choose to give you an embrace. Trust is built by the exchange of truth. Breaking trust is hard because the more I am late I break more and more of your trust off. It is the little things, you need to be faithful in those things to do this.

Bethel sometimes feels secretive, not open to what's actually going on. You have to be careful when you talk about the team: define what your team is. The idea that you outside of the team needs to know about something is not good. You have to decide: are you on their team?

I can’t make anyone feel safe, I can do things to promote safety, but can’t make anyone feel safe. For some reason, I look remotely similar to a leader who hurt people here.

Hedgehog and a rhino in conflict, you can come over really heavy and dangerous or retracted and prickly. Everyone wants to be great at conflict, but it always still feels clunky. People have opinions all the time, but they’re not invested in it.

What ticks you off more than anything else as a leader? Someone who always disagrees or says no. I don’t care what is mine and what is not mine