

## Most Common Team Development Mistakes

1. Team development is treated as an event instead of a process.
2. Team development is done to the team instead of by the team.
3. There is no a consistent definition of what a High Performance Team looks like across the organization.
4. Team development is reactionary – the focus is on ‘fix the team’ with ‘one-day wonder’ workshops.
5. Different team development approaches and models are used for different teams.
6. There is no means to accurately assess team strengths and opportunities for improvement – from the team’s perspective.
7. Team sessions are designed based on assumptions of what the team needs – i.e. “we just need to improve our communication”
8. No process to continue to monitor, recognize progress, provide feedback, or maintain long term momentum and team action.
9. The responsibility for team performance rests with HR/OD and the team’s leader, instead of with the team.
10. Team members are not effectively engaged in the process at the very beginning.