

# Teams Avoid Responsibility

My thrust is to those in a team that are passive members.

Over the years on paper, website as a presenter, at coaching sessions I rage about passive team members being passengers. Let's work to get them off the bus if they will not or cannot change their approach, their attitude.

Why should excellent team members be asked to carry extra weight (passive passengers).

Passivity is seen in its worse view when we witness an unwillingness of team members to call their peers on performance and behaviours that might, or do, hurt the team.

The fact that the minority cause the majority to flounder speaks volumes about the culture of the team. The culture displays an absence of strong leadership from members. The team might well flounder and become dysfunctional.

The essence of this dysfunction is the unwillingness of team members to tolerate the interpersonal discomfort that accompanies calling a peer on his unacceptable behaviour and the more general tendency to avoid difficult conversations.

- Members of such a team that avoids accountability:
- Creates resentment amongst team members who have different standards of performance,
  - Enables back stabbing to run rampant,
  - Encourages self preservation- make no noise, cause no trouble,
  - Encourages mediocrity,
  - Places an undue burden on the team leader as the sole source of discipline.

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Why all the discomfort remains is due to a concerted lack of mutual goals and values that all adhere to.

Another way of seeing a poor team culture.

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