



Overview and Self-Reflection

Title	The Five Dysfunctions of a Team: A Leadership Fable
Citation	Lencioni P. The Five Dysfunctions of a Team: A Leadership Fable. Jossey-Bass. 2002.
Leadership Philosophy	Leaders develop the mission, vision, and values of the organization and are role models of cultural excellence. Leaders motivate, support, and recognize the organization's people.
Current Role as a Leader	I am currently a PGY1 Pharmacy Resident in my first year as a pharmacist. My current role in leadership is to learn more about the profession and how I can impact my patients, my organization, and my profession. Additionally, I currently lead my peers by example. This includes staying optimistic, being patient-centered and working hard to help my patients and coworkers.

Article Discussion

3 Takeaways from Leadership Article	<ol style="list-style-type: none">1. There are often many dysfunctional aspects of a team that make it ineffective at achieving its goal.2. A team must recognize what makes their team dysfunctional and work to overcome these barriers to become a successful team.3. The five dysfunctions of a team identified in this book were absence of trust, lack of commitment, fear of conflict, inattention to results and avoidance of accountability.
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Impact to Self

This book highlighted the functions of an effective team in a unique way. As an individual, I will be a member of many teams throughout my life. These teams may be at work, at church, with organizations and even within my family. Effective teamwork in all of these settings will be a critical component of achieving common goals. The Five Dysfunctions of a Team provides me and all readers with important tools and resources to be an effective team member. It also allows me to reflect on the current teams I am on and assess the functionality and effectiveness of the team. I am forced to ask myself: Is this team working effectively? If not, am I contributing to the dysfunction of the team?

Impact to My Organization

As I was reading this book, I could begin to see different components of functional and dysfunctional teams within my organization. At the end of the book, the author discusses and presents different activities and resources to overcome the dysfunctional aspects of a team. It would be very interesting to be able to implement in my organization/department. I believe individuals may become more aware of their impact, whether positive or negative, on the team. If my organization could overcome some of dysfunctional components, it could become a more effective department. To achieve a common goal, individuals must be able to work with each other and this book provides some tools to improve that.

Impact to My Profession

While this book focuses on a team within an organization, a global perspective can be observed as well. In our profession, there are many different goals that we are trying to achieve. This ranges from provider status to solutions for national shortages. This book identifies strategies and ways a team can function effectively to achieve one common goal. If our profession implemented some of these concepts, we could achieve our goals in a more effective, concerted way.

Action Steps to Implement into Career

I am going to take the following action steps: accept constructive conflict in my team, hold team members accountable and pay attention to results. I am going to implement the tools that the author provided into the various teams that I am a part of throughout the rest of my residency year and in my future career.