



COUNTER-PRODUCTIVE TEAM MEMBER BEHAVIORS

1. Aggression

- a. Attempts to deflate or attack team members, the team as a whole, or the team's values
- b. Engages in barbed, cynical or sarcastic joking such as, "That's the dumbest idea I've ever heard!" "Did you really expect more from these people?"
- c. Leans back in chair, gazes away from the group, or looks disdainfully at others

2. Avoiding

- a. Present at meetings, but unwilling to participate
- b. Does not actively pursue what is best for the team or the team's mission
- c. Content with 'sitting on the fence'

3. Blocking

- a. Disagrees with and/or opposes the viewpoint of others beyond reason
- b. Attempts to inhibit or hinder the efforts of the team (i.e., "I've said it before and I'll say it again, this won't work.")
- c. Uses threats or declarations of non-support of team decisions

4. Dominating

- a. Attempts to assert authority or superiority to manipulate the team
- b. Interrupts the contributions of other team members on a regular basis
- c. Attempts to monopolize much of the team's 'air time' to get his/her way

5. Recognition Seeking

- a. Constantly clowning or joking
- b. Continuously reminds the team of his/her contributions and sacrifices to help the team
- c. Engages in various attention-seeking behaviors

6. Special Interest or Out-of-Field Behavior

- a. Contributes only when advocating for topics of personal interest
- b. Attempts to steer conversation away from topic at hand to areas of interest
- c. Lack of involvement with the team once his/her topic of interest is not pursued