

10 Things That Can Defeat Your Team

As a manager or supervisor, it is your job to determine what is causing your team to break down and then guide them toward the path to success. Start by considering the 10 most common “people” problems that may cause your team to fall apart:

1. Personality differences
2. Work differences
3. Cultural differences
4. Generational differences
5. Too many leaders
6. No leader
7. Poor delegation
8. Lack of motivation
9. No common goal or vision
10. Unclear roles and expectations

Communication, education and training can help alleviate all 10 of these problems.

Let’s look more closely at one of the most common people problems that may cause a team to fall apart: lack of motivation. While it is common knowledge that *individuals* need motivation to put forth top effort, it is easy to forget that *teams* also require motivation. Managers have the difficult dilemma of trying to determine what will motivate the entire team.

One of the most effective ways of encouraging people to go the extra mile is to create a challenging and rewarding work environment. To encourage team members to work harder, develop a rewards/incentive program that connects rewards to work performance, on-time task completion, team effort and cooperation, reduction of expenses and increased earnings. Rewards let team members know their work is recognized and appreciated. By using team incentives, you develop team motivation. This will instill pride in each team member, and he or she will be more likely to work even harder and with an eye toward improved quality.

By rewarding team as well as individual success, the manager creates an even more motivating climate. Instead of working against each other to realize individual success, the team works together toward common goals and rewards.