



Stanford eCorner

The Dysfunctional Team

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Video URL: <http://ecorner.stanford.edu/videos/1709/The-Dysfunctional-Team>

Jung talks about the irregularities in team dynamics. He stresses that the timing of conflict is very important and one needs to work together as a team to sort out issues. He also insists that if necessary, the team should get professional help.



Transcript

So the question is, the importance of attracting a team, what if you've already created a team, and you find out that things aren't going as well as you originally thought? What do you do? Divorce or mediation, or therapy? What do you do? There isn't really a good answer for this. I would say this much: I think, as with any relationship, the easy way out is to head for the door. That's the easy way out. But depending upon.. If it's been one day, and you decide after one day, it's not working, there probably isn't a huge cost. If the shares had been issued, business cards have been issued, and it's 6 months into the endeavor, do you really want to press the Restart button? I think you need to analyze what it is in the team dynamics that are not working, and try to figure that out. And if you can't do that collectively as a team, and I'm not being facetious here, go get help. No different than an intermediary, a mediator, a counselor. And there are executive coaches and team coaches that work with the interpersonal dynamics of management teams, to help you as a third party, think about what dynamics are, what is dysfunctional. Because there has to have been something great about each individual for you to have gotten together in the first place.

It probably wasn't a random occurrence. You hopefully didn't just tap three people who were sitting next to you in the audience. And so there's probably an accord there. And the question is, can the rest be managed or mitigated? If you can't do it collectively as a team, lock yourself in a room, face the facts, go get help.