

# 5 Signs Your Team May Be Misaligned

If you've ever driven a car that's out of alignment, you know the feeling. The car shakes, you can't go as fast as you need to, and the tires begin to wear unevenly. The same is true of organizations and teams that are out of alignment. Here are a few signs (although this list isn't exhaustive). **Do any of these sound familiar?:**

## 1 Lack of (or Poor) Communication Thrives

- People who sit next to one another (or share an office) will only email each other, not talk.
- People who have nothing to do with a problem get included on an email thread.
- Some people will spend 20 minutes crafting the perfect email for a question that can be asked and answered in a 2-minute call or face-to-face.
- If you miss a meeting, you get stuck with a bunch of tasks.

## 2 A Culture of Fear Exists

- The company says "Innovate!" "Take risks!" "Get creative!"... But if someone messes up, they get humiliated in front of their peers.
- When the highest ranking person in the room makes a decision that every-one knows will fail, no one challenges them on it.
- You know who you can and can't talk to about certain issues, for fear it "will get back to someone."
- People don't speak up for fear it will cost them their job or promotions.

## Conflict Either Doesn't Exist or It's Toxic

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- The real issues never get discussed because "we're afraid to go there."
  - Someone in charge says "This is what I think we should do. Anybody else have suggestions?" And you can hear crickets in the room.
  - If conflict does happen, it's full of accusations and slander. And it's usually blown way out of proportion.
  - Conflict becomes personal and it's not about the real issues.

## 4 You Dread Meetings

- You'd rather get a root canal than go to another meeting.
- There's never a clear agenda.
- The agenda covers too many things.
- You wind up discussing the same action items but nobody ever acts on them.
- The same people monopolize the meeting, every time.
- There's no real buy-in on decisions that are made.
- You spend more time in meetings than doing the job.

## 5 Mismatch of People and Roles

- People are in jobs they're not competent for... or get promoted beyond their capabilities and not trained to do it.
- Accountability doesn't exist (except at performance evaluation time).
- People are hired or promoted only for skills, but don't fit the culture (or are toxic to the rest of the team).

If any of these sound familiar, you're in good company. Most organizations struggle at some point with many or all of these issues. One way to realign your team is to engage an organizational consultant like **John Waldo**. He's experienced in helping teams get **realigned for increased effectiveness and productivity.**

**Contact John today for a free, no risk, no pressure consultation.**

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