

# Deadly Assumption #1

Teams that get along are collaborative  
and productive.

- My team and I are extremely friendly and spend a lot of time outside of work hours together.
- My team and I agree on everything.
- My team and I spend the majority of our collaborative time together chatting about personal experiences, opinions, and personal plans.
- My team and I get along so well that we do not use agendas, set goals, or action plans. Most of the time, we “wing it!”

# Deadly Assumption #2

Collaboration naturally happens when two  
or more are gathered.

- My team rarely establishes goals.
- My team has been together for so long that we do not need team agreements/norms.
- My team avoids confrontation.
- My team gatherings feel like a waste of time because they are unproductive.
- I do not trust my teammates.

# Deadly Assumption #3

One person's perception is always accurate.

- My team does not question the ideas of a specific member.
- There is someone on our team (it could be me) that always has the best solution or idea.
- My team should only listen to me.
- My team should only listen to \_\_\_\_\_.
- Others on the team rarely speak or share ideas.
- One voice dominates the conversation.

# Deadly Assumption #4

The expectation has been stated, therefore, it should be known and understood.

- Success criteria for a “productive team” have not been created and agreed upon by my teammates and me.
- Expectations have been made, but members fail to follow them.
- Team members come from various backgrounds, generations, and work experience.
- My teammates are late to meetings, unreliable, and/or lack collaborative courtesy.
- My team and I are not productive.

# Deadly Assumption #5

What we have been doing is working and no one wants to change it.

- When change is announced the first comment is, “If it ain’t broke, don’t fix it.”
- The process has not been evaluated in the last year.
- The success rate is not 100%.
- A clear picture of current reality has not been established.

# Deadly Assumption #6

People are as eager and passionate as I am.

- You have feelings of frustration regarding the lack of urgency from team members.
- The team has not prioritized goals or tasks.
- A goal has not been established or is not frequently revisited.
- There is a belief that some team members are lazy or don't care.
- The team finds collaboration useless or unproductive.

# Deadly Assumption #7

People are equipped with self and social awareness.

- Team members have not established and calibrated team norms/agreements.
- Frustrations escalate often with one another.
- Team members are becoming passive aggressive.
- Team members feel ill-equipped to accomplish a goal or task.
- Team members have not tapped into one another's strengths.