

# BEHAVIOURS THAT CAN RUIN YOUR TEAM

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**Poor Communication:** The ability for everyone involved in the project to effectively communicate is essential to its overall success. If poor communication exists anywhere in the process – understanding project documentation, convincing project sponsors, an inability to explain expectations to team members, etc. – the chances of failure are greatly increased.

Project managers can overcome communication barriers by making a point to learn the most effective way to talk to each person and nurturing these individual relationships differently. There's no right or wrong way to communicate – some people respond better to email, while others prefer phone conversation or in-person meetings – so it's important to find out what works.

**Bad Planning:** A project manager must have excellent planning and organizing abilities or their entire team can fall off track. Poor planning threatens the credibility of the team, so it's important to ensure all bases are covered.

Project activities always need to be prioritized, a feasible action plan should be created and guidelines must be communicated to everyone involved. One great way to keep everyone on the same page is to invest in project management software that allows all team members, stakeholders, customers, partners and anyone else involved to receive frequent status updates. It's much easier to manage expectations when everyone can see exactly where the project currently stands.

**Strong Silos:** Teams can't function unless every member is committed to working together for the good of the project. Unfortunately, some teams face are forced to combat silos – people who have ulterior motives that take their focus away from the shared goal. These individuals are only interested in what the project will do for their department, their own career or their egos. While everyone else is busy working together, these people are only concerned with achieving their own objectives. Project managers always need to be on the lookout for silos.

**Passive-Aggressive Behaviour:** Some people don't work well with others. These individuals often display passive-aggressive behaviours, such as stubbornness, procrastination, sullenness, resentment and a deliberate failure to complete their assignments when they don't get their way. Often times, this conduct is exhibited by workers with strong personalities who may even attempt to ruin the project outcome.

If even one person displays this level of childish behaviour, it will likely throw the entire team off.

**Invested in Old Culture:** It's often very difficult for managers who have been with the company for years and years to accept change. These people firmly believe the old way of doing things is the only valid approach. In the long-term,

companies can work to decrease this issue by recruiting forward-thinking leaders who can expand the business into new territories. In the short-term, an emphasis can be placed on new management techniques that support the changing direction of the organization. Older managers may be willing to budge if they can see the positive impact new approaches have on the company as a whole.

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