

The Five Dysfunctions of a Team

Build Trust. Strengthen Collaboration. Achieve Real Results.

THE FIVE DYSFUNCTIONS

At the heart of every cohesive, high-trust team is a commitment to address—and overcome—the five core dysfunctions.

This model provides a roadmap to overcome each dysfunction with practical, actionable behaviors.

WHY THIS MODEL WORKS

- A shared language for difficult conversations
- Tools to build vulnerability-based trust
- Clarity around roles, decisions, and expectations
- Stronger accountability structures
- Greater unity and focus on shared results

1. Absence of Trust

Team members hesitate to be vulnerable, hide weaknesses, and avoid honest conversations.

2. Fear of Conflict

Teams avoid healthy debate, leading to artificial harmony and missed opportunities.

3. Lack of Commitment

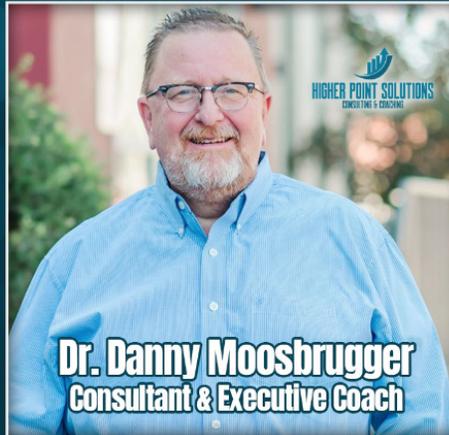
Without open dialogue and clarity, decisions feel unclear and buy-in is weak.

4. Avoidance of Accountability

Team members hesitate to challenge one another, lowering performance standards.

5. Inattention to Results

Personal priorities overshadow team goals, reducing collective achievement.



Dr. Danny Moosbrugger
Consultant & Executive Coach

APPLICATIONS IN ORGANIZATIONS

- Team retreats & off-site sessions
- Onboarding of new leadership teams
- Strategic planning sessions
- Leadership development programs
- Conflict resolution
- Cultural transformation initiatives
- Organizational alignment work

RESULTS YOU CAN EXPECT

- Higher trust & psychological safety
- Improved communication & collaboration
- Stronger decision-making
- Clear accountability
- Increased performance and collective ownership
- Greater focus on results
- Healthier, healthier culture

FROM CHAOS TO CLARITY
HIGHER POINT SOLUTIONS
Partner With Higher Point Solutions

BUILD STRONGER TEAMS. BUILD A STRONGER ORGANIZATION.

WHEN TEAMS LEARN TO TRUST DEEPLY, ENGAGE IN HEALTHY CONFLICT, COMMIT FULLY, HOLD ONE ANOTHER ACCOUNTABLE, AND FOCUS ON COLLECTIVE RESULTS—THEY BECOME UNSTOPPABLE. BRING THE FIVE DYSFUNCTIONS OF A TEAM TO YOUR ORGANIZATION AND WATCH YOUR TEAM TRANSFORM.



a stronger organization starts now!



WHY HIGHER POINT SOLUTIONS?

- Over 30 years of leadership experience
- Harvard-trained expertise
- Proven, dependable track record
- Certified in Working Genius and DISC assessments

WHAT WE DO...

- Develop stronger leaders and cohesive teams
- Unlock organizational potential and drive productivity
- Provide tools and insights for lasting growth

UNLOCK THE POWER OF OVERCOMING DYSFUNCTION

At the heart of every cohesive, high-trust team is a commitment to address—and overcome—the major five core dysfunctions of an organization.

START BUILDING STRONGER LEADERS TODAY.

Let's talk about how Higher Point Solutions Coaching & Consulting can help elevate your organization to the next level of success.

ABOUT DR. DANNY MOOSBRUGGER

Dr. Moosbrugger has been a long-time resident of Central Florida and has served as police officer, pastor, and administrator at numerous universities and seminaries.

Executive Leadership Coaching: Mastery Session
Executive Leadership Coaching: Professional & Executive Development
- Harvard Division of Continuing Education - Issued Oct 2024

Danny has a Ph.D. in Organizational Leadership from Regent University, a Master of Divinity degree with a minor in counseling from Southeastern Seminary. Danny is currently a professor of leadership at Grand Canyon University and Liberty University. He also holds many certifications in Life and Wellness Coaching, Behavior and Personality Assessments, Emotional Quotient, DISC Assessment, and Working Genius Assessment, which helps increase productivity while reducing conflict in organizations.

Danny has a passion for helping others experience success through the accomplishment of their goals, and dreams, and when their "Ah-Ha" moments are realized and achieved. Dr. Moosbrugger is excited about helping leaders and their organizations reach their potential and enhance their talents and gifts.

Married to Bobbi, they have two adult children, Lori and Bryan, who live in Central Florida



when leaders rise organizations thrive
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