

Misalignment occurs naturally in every organisation; however, it only becomes an issue if it's left unmanaged.

While misalignment can be challenging to address, it's easy to spot. There are many signs of a misaligned team – here are seven common ones:

As the well-known Peter Drucker quote goes:
“IF YOU CAN'T MEASURE IT, YOU CAN'T MANAGE IT”.

01

Lack of agreement

Lack of agreement on what success looks like and therefore difficulty achieving the team's goals.

02

Poor decision-making

People either struggle to make decisions or make decisions that don't match the organisation's values and desired behaviours.

03

Ineffective communication

Ineffective communication and collaboration among the team – including excessive and unproductive meetings, working in silos and little information-sharing across the team.

04

People are afraid to speak up

People are afraid to speak up and/or admit to mistakes, ask questions, or challenge the status quo.

05

Declining engagement

Declining employee engagement and energy – team members work as “a means to an end”, not because they believe their work is meaningful and contributes to the organisation's success.

06

Struggle to innovate

The team struggles to innovate – people keep doing “what we've always done in the past” instead of thinking about alternative possibilities.

07

Unaddressed conflict

Leaders who don't address conflict because it's all in the “too hard basket”.

Does this sound like your team?

Book a **no-obligation introductory call** to find out and ask us about a **free demo scan**. We can **help your business sing**.