

Forging Resilient
Business Relationships
in the Heat of Change

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Results for:
Thumbtack Testing
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So

Somewhat Fair **Somewhat Strong**
Coercive

For the most part, this team is performing well in the heat of change, but getting less out of it than they could. Under stress, team members may be more likely to act in a self-protective way, or to focus on their own interests rather than the interests of the team as a whole. This can lead to a breakdown in trust and collaboration, which can have a negative impact on the team's performance. To build agreement within the team, team members need to exchange more feedback with each other, and to be more open to different perspectives. This will help to create a more equitable, with better use of team input and resources. You may also need to clarify and agree on your values as a team, and your vision of success. Then use your current top priority business goals to practice new behaviors for conflict, decision-making and collaboration. Use this link to return to the [on-line course](#) "Agile Leadership."

HIGH

MEDIUM

LOW