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## Team “Wreckers”: Are Your Employees Working Together on the Same Team?

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Have you ever noticed that one teammate is holding back the rest of the team? Is your team starting to crumble? Often we do not know until it is too late. The most successful companies are always the ones in which the staff continually works together as a team. Identifying team wreckers and their attributes will help lead your team to successful results, creating an organized and cohesive company.

Have you identified a team wrecker on your staff? Does the individual:

- Have no faith or trust in others?
- Refuse to plan ahead?
- Pass the blame for failure upon his teammates?
- Refuse to listen to feedback, ideas and suggestions?
- Withhold information from the team?
- Advertise their own accomplishments and strengths in front of others?
- Demonstrate a lack of trust?
- Seem unhappy?

- Continue to perform tasks at the last minute?

All of these characteristics are roadblocks for you and your team. A team wrecker might not show all of these characteristics in the beginning, so start being mindful and paying more attention when you begin to identify any of the items on the list. It's important to consider these hazardous traits early, even during the hiring process. The hiring process is the first place to start when building a thriving team. Hire individuals that will be a trusting team player, demonstrating all of the qualities you respect in a team player and look for any speed bumps in the interview process that could identify potential traits of a team wrecker. Look for flexible employees, with a passion for learning and someone open to new ideas.

As a leader, you should begin to identify your rotten teammates by re-evaluating your team every twelve months. When going through the evaluation process, you need to be able to identify if something isn't working and start the repair process immediately if repair is needed. There are three options you can take when you have determined repair is needed in your team, thanks to a team wrecker. First, you could coach the team wrecker to survive the repair and become a fully contributing member of the team again. Second, you could find a better fit for the team wrecker with a new job, and potentially a new team, that would allow them to excel. Third, you could allow the team wrecker to find happiness in another organization. All three of the options could lead to a potential successful outcome for your team, allowing your team to be more efficient and productive, but the difficult conversations need to take place with a team wrecker as soon as you identify the issue. Doing nothing creates poor results!

In contrast, sometimes we get so caught up in the negative individuals, that we neglect to identify the talented leaders of the team. Excellent teammates and leaders will communicate their visions with each other, working together to accomplish the goals. Teammates who trust in each other will accomplish much more. They will also plan for the future, be transparent in their decisions, collaborate their visions, and guarantee a positive work environment. In addition, effective teams will achieve high performance and success overall.

All companies, no matter what size and no matter what industry, have employees that are not fully engaged on the team and it's the team leader's job to either coach them for success or help them find happiness outside of the company. The key to salvaging a team from a team wrecker is to identify the issue early and determine which of the three avenues is most appropriate in that instance, so the team can quickly rebound back to a successful, cohesive unit.

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