

3 Signs Your Team is Getting Along But Not Going Anywhere

Healthy teams are both aligned and attuned. *Alignment* refers to the commitment to the mission and identity of the organization. *Attunement* refers to the relational care and concern that the team exhibits for one another. Both are essential. In this post I wrote about warning signs your team is aligned but not attuned. Today I want to offer three warning signs your team is attuned but not aligned:

1. Fuzzy mission

Without alignment around mission, people begin to only exist for each other and not those the team is designed to serve. When a team is not aligned, the mission is unclear or buried on a document somewhere. When alignment is missing, a sense of mission is missing as well. The result is actions and activity disconnected from a sense of “this is why we exist.”

2. Low accountability

When a team has a compelling mission and a deep-seated conviction that “this mission must be accomplished,” accountability will likely be high. But because accountability can be uncomfortable, a team not aligned around an overarching agenda will fail to offer it. Conviction and mission foster expectations and accountability. When a team is not aligned, expectations are low. Low expectations always result in low accountability.

3. Results?

Attunement without alignment results in people who enjoy each other but don’t accomplish much. In fact, a team attuned to one another but not united around a grand mission will rarely evaluate their impact. Why would they? Though they may never say, “Results? That is not why we exist,” collectively they believe it.

If a fuzzy mission, low accountability, or failure to evaluate results plagues your team, engagement in and alignment around an overarching mission must be ramped up. And wise leaders know mission drift is inevitable unless it is constantly clarified and communicated.

> [Read more from Eric.](#)

If you would like to learn more about team alignment and attunement, [start a conversation with our team](#). We're glad to offer our input. Your vision is at stake, so let's talk.