

**CHECKLIST**  
**For**  
**Building A Cohesive Leadership Team**

From  
*The Advantage: Why Organizational Health Trumps Everything Else in Business*  
By Patrick Lencioni

**Members of a leadership team can be confident that they've mastered this discipline when they can affirm the following statements:**

- ◆ The leadership team is small enough (three to ten people) to be effective.
- ◆ Members of the team trust one another and can be genuinely vulnerable with each other.
- ◆ Team members regularly engage in productive, unfiltered conflict around important issues.
- ◆ The team leaves meetings with clear-cut, active and specific agreements around decisions.
- ◆ Team members hold one another accountable to commitments and behaviors.
- ◆ Members of the leadership team are focused on team number one. They put the collective priorities and needs of the larger organization ahead of their own departments.