

Describe the worst
team experience you
have ever had. what
did you do



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My worst team experience taught me a few lessons. From the years 2001 to 2004, I served in the intelligence core of the Israeli Army. Through out my service, my unit endured major structural changes and challenges. Constant terror attacks occurred almost on daily basis. When I first joined the unit, the officer in charge of the unit retired and left our unit 3 months later. The supposed to replace him took on another job leaving our Unit without a leading officer.

The head of our branch called me in for a meeting and told me that although I had only served for 3 months, he felt I was good and I understood the operations of the unit. He asked me to fill in as head of our unit until they found an officer whos free and ready to take on. I gave him my worries of being a temporary superior to my team mates. The head promised me his full support in case of any insubordination. This was not a solution, I would still have to go back and work with these people once the new officer arrives. I decided I had to do my job as head of the unit, and still keep strong ties with my colleagues. I remembered Jim Collin's level five leadership styles and was ready to undertake the challenging role (Collins, 2001).

My colleagues became jealous of my new appointment. One of them swore not to take any orders from me, and stormed out of the room. The first 2 weeks in my position were a nightmare. People refused to due their work, or take any new assignments from me. But as tough as it was, I could not report them for that meant losing them. I felt like a juggler, trying not to drop a ball. As time passed, I realized all my team mates needed was equality. I decided to restructure our unit temporarily while I'm heading it. I gave each member a field where only he was responsible. They still had to report back to me, but I think it made them feel as if my appointment was just and

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administrative one, while in fact not much had changed. Not only did this strategy work for work relations, but our unit was doing better work than before. This worked right because my colleagues treated me well after I left the post.

Reference

Collins, J. (2001). Level 5 Leadership: The Triumph of Humility and Fierce Resolve. Harvard Business Review.