**Unappreciative Inquiry**



How to move ideas forward to the next level

Vulnerable willing to listing and learn

Appreciate the gift of failure

Superficial

Not the right players

Avoidance of hard conversation

Listening to others opinions

Fear of change

Closed to change

Lack of buy-in

No shared vision

Poorly defined roles

Inauthentic leadership

Competing agendas

Failure to develop the correct goal

No designated leader

Lack of buy in

Lack of ownership

Different values

Own agenda

Not active listener

Lack of leadership qualities

No clear leader

Lack of goals

Money

Personal agenda

Wrong stakeholders at table

Lack of accountability

Participants told what to do

Lack of organizational authority/power

Different needs

Need clarified, unified goal

Lack of communication

Listen to hear, not respond

Cut off from levers of power

Lack of time

Lack of prioritization of collaboration

Timing difficulties

Lack of time job life demands

Not enough time – gave up too soon or rushed the issue

Time

Communication breakdown

Poor communication

Making assumptions about priorities interests concerns

Miscommunication

Unintentional withholding of information

Lack of communication

Lack of communication

Poor communication

Lack of communication

Lack of ongoing communication

Shared expectations

Individual agendas

Hidden agendas

Different objectives priorities

Disrespect for others on team

Mistrust

Mistrust

Who takes credit

Trust issues

Conflicting outcomes

Lack of consensus

Misunderstanding of common goal unclear goals

Conflicting goals

Lack of transparency

Lack of respect loss

Not taking time to build trust

Lack of trust

Broken trust

Lack of transparency trust

Lack of transparency trust

Knowing one another cultural differences

Trust

Burnout

Power control issues

Capacity

Loss of control

Control

Funding issues

Lack of resources

Uneven distribution of credit unnecessary competition

Turf letting go of competition

Overlapping responsibilities loose turf

Competition

Competition

Competition

No flexibility

Lack of buy in

Branding

Misleading the team

Certain questions should not be asked early on in the conversation first misstep cannot be overcome

Ego

Incompatibility of communications technology

Generational differences in communication

Politicking

Lack of listening

Making assumptions

Lack of communication

Lack of communication

Unclear expectations

Sharing information in only one way

Assumption of knowledge

Institutional interest greater than group interest

Ego

Ego and pride

Ego

Self interest ego self preservation

Ego personality

Being more concerned about self image vs community needs

Different intentions

Disorganized

Turf issues territorial and not wanting to give up control or culture

Working in silos

Being possessive of work and not sharing

Control

Scarcity mindset

Fears

Burnout