

6 SIGNS

OF A

DISCONNECTED TEAM

(AND HOW TO FIX IT)

Disconnection

TO

Culture Reset

Energy Is Down, But No One's Talking About It

Flat meetings, quiet wins, and people just "showing up" without spark.

1

Name What's Shifted

Call it out, without blame. Acknowledge the dip in connection.

Team Interactions Are All Business, No Belonging

Conversations stick to tasks. No warmth, small talk, or shared curiosity.

2

Start Small, with the Right People

Don't wait for full buy-in. Begin with those who still carry a spark.

Recognition Doesn't Land

Praise feels routine. Wins are acknowledged, but don't energise.

3

Stop Performing Culture; Ask What They Need

Don't guess. Ask the team what would help them feel like a team again.

People Stick to the Safe Lane

Less challenge, softer feedback, and creativity takes a backseat.

4

Cut What's Draining the Team

Let go of rituals, rhythms or meetings that no longer serve.

Rituals Have Faded or Lost Meaning

The team rhythms that once bonded people now feel optional or awkward.

5

Try a 30-Day Culture Sprint

Inject one or two deliberate, energising rituals and build momentum from there.

Culture Feels Like a Job, Not a Team Outcome

The leader drives all the connection, rather than something the team builds together.

6

Re-Set the Team Experience

Align on shared expectations and how you want to show up for each other.

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