



## **Artificial Harmony Destroys Teamwork**

What is artificial harmony? Artificial harmony is a process that evolves when a group of people who are working together agree on a matter even when they do not believe it to be the best decision for the group. This type of decision is made due to a fear of conflict. Some people would rather agree than raise issues of disagreement and engage in the stresses of varying opinions.

Artificial harmony is basically false agreements. It is created within a team because no one wants to engage or create an atmosphere of dispute. The people who make up the team would rather go along with an idea they may not like than engage in strife or be tagged as an antagonist. These types of individuals do not want to be seen as those who create dissention, discord or strife. Everyone just wants to get along. What evolves can best be described as a singing group that is off pitch with one another but they think it sounds all right. This is artificial harmony.

There are some basic problems with artificial harmony.

***1. Few people are happy when they are engaged in artificial harmony.***

If opposing thoughts or disagreements are suppressed you can be sure that unhappiness has been planted. It may not show up immediately but it will show up.

***2. Progress is never made with artificial harmony.***

This is like planting a bad seed in your flower garden. You are hoping to see something bloom and produce a beautiful plant but it will never happen. Just remember if the seed is rotten never anticipate seeing something grow. Advancement and progress never take place with disharmony.

***3. Goals are never reached with artificial harmony.***

Goals will be talked about but if fake harmony makes up the organization you should never expect to see anything more than talk taking place. When there is unhappiness deep down in the heart of team members the willingness to work together is destroyed.

### **The Key for Real Harmony**

Everyone needs his or her ideas heard. An individual's opinions do not have to be agreed upon but everyone should be respected by listening to them. Artificial harmony is corrected to true harmony when people who are working together are not afraid of conflict. In fact, conflict can be a powerful creative tool exposing new and creative ideas.

If an organization, whether a business, volunteer group or a church, is unwilling to address differences of opinions artificial harmony will evolve.



Have you ever noticed what a really harmonious singing group looks, sounds like? That did not happen overnight. It took a lot of hard work. It took a lot of being honest with one another. It was all about being real with one another. This is what is required for strong teamwork to grow. Or, you can choose to be a fake and let the organization fall apart.<sup>1</sup>

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<sup>1</sup> Roach, Dr. Dale. Teamwork. Online. <http://www.likeateam.com/artificial-harmony-destroys-teamwork.html>. Access 2011-07-02