

# The Table of Board Dysfunction



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<b>1 The Know-It-All</b>	By virtue of being a successful business executive, this board member assumes they can teach us about nonprofit leadership.
<b>2 Conflicted Interests</b>	Board members exhibit behavior inconsistent with the oath of loyalty.
<b>3 Untrained &amp; Unprepared</b>	Half of being smart is knowing what you're dumb at (i.e., board governance)!
<b>4 Personal Agendas</b>	Board members act out of self-interest rather than in the organization's best interest.
<b>5 Parochial Viewpoints</b>	The board doesn't govern with the big picture (or greater good) in mind.
<b>6 Grandstanding</b>	A board member who talks the most often says the least.
<b>7 Feel-Good Philanthropy</b>	A board member loves being part of the organization—as long as they aren't expected to do much.
<b>8 Micromanagement</b>	The board refuses to let the CEO do the job they were hired to do.
<b>9 Toxic Behavior</b>	Any behavior that disrupts governance—you'll know it when you see it!
<b>10 Lack of Accountability</b>	Board service involves a serious commitment, yet too few boards do candid self-evaluations or take corrective action to hold either themselves or the CEO accountable.

<sup>1</sup> For more on how to evaluate your board, check out [this article!](#)