



5 Signs Your Team Has Gone Quiet

A fast diagnostic for the conflict your team isn't having out loud.

Teams rarely announce that they've stopped speaking up. It shows up quietly — in meetings that end too smoothly, decisions that get re-opened later, and the same few people doing all the talking.

\$157B/year

estimated cost of workplace conflict in lost productivity (Pollack Peacebuilding Systems 2026 Repor).

Most of that cost is invisible until it isn't. Use this checklist to find out if your team has gone quiet — before it shows up in your numbers.

☐ 1. "Fine" is the default answer.

When you ask how things are going, you get "fine," "good," or "no issues" — with no elaboration, even on projects you know are under pressure.

***What it looks like:** Status updates that are suspiciously smooth every single week, with no mention of friction, blockers, or disagreement.*

☐ 2. Meetings end in agreement, not resolution.

Everyone nods, the meeting ends on time, and the same disagreement resurfaces two weeks later as if it was never discussed.

***What it looks like:** A decision gets "made" in a meeting, then quietly undermined, delayed, or re-litigated in smaller side conversations afterward.*

☐ 3. Concerns travel sideways, not up.

Real feedback happens in DMs, hallway conversations, or venting sessions with peers — rarely directly with the person who could actually act on it.

***What it looks like:** You hear about a problem from someone other than the person actually affected by it, and later than you should have.*

☐ 4. The same two or three people do all the talking.

A small subset of the team drives every discussion; everyone else nods along or stays visibly quiet.

***What it looks like:** You could predict, before a meeting starts, exactly who will speak and who won't.*

☐ 5. Your best people have gotten quieter, not louder.

Your strongest performers used to push back, ask hard questions, or flag risk early. Lately, they just execute — without comment.

***What it looks like:** A high performer who used to challenge a plan in the room now waits until after it's approved to raise a concern, if they raise it at all.*

How many did you check?

0–1 checked

Healthy tension.

Your team is likely raising real issues in real time — keep reinforcing it.

2–3 checked

Early warning signs.

Something is starting to go unsaid. Worth a direct conversation this week.

4–5 checked

Silence is already costing you.

This pattern is one of the strongest predictors of slow decisions, quiet turnover, and burnout in an otherwise capable team.

This checklist covers one signal. It's one of five that determine whether a team is genuinely aligned or quietly misaligned — the same five measured by the Team Alignment Risk Scan, a free 4-minute diagnostic from Mosaic Worx launching soon. **Join the list to be first to take it** — Mosaic Worx | mosaicworx.com