

How, when, and why bad apples spoil the barrel: negative group members and dysfunctional groups.

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Team-based care is a widely used model in healthcare. As such, [teamwork](#) is essential to patient safety. This paper describes how one "bad apple" negatively affects the entire group by exhibiting one or more of these behaviors: withholding of effort, being affectively negative, and violating important interpersonal norms. Early organizational [intervention](#) to remove or remediate the "bad apple" member can ameliorate their negative impact.