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Working in Groups and Teams

Name

Institutional Affiliation

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1. Self-Assessment Results

I partly agree with my assessment results and the strengths indicated include high levels of contribution towards teamwork. I always ensure I provide regular feedback to my colleagues on my progress. Further, I am an interactive team member who consults others for insights and ideas and incorporate them in my performance. On the same note, I am highly specialized in keeping the team on track by demanding frequent feedback from my colleagues which we discuss during review meetings.

I am quality oriented and makes efforts to ensure the team members check out for any mistakes and correct them before moving to the next phase. The only part I disagree with is being highly skilled in the relevant knowledge and skills. Whereas I have my set of skills and competencies, I do not find myself as someone talented across the board. I believe I have my weak areas where other team members perform better than myself. Therefore, I look forward to learning from them and increasing my pool of knowledge.

2. Social Loafing

Social loafing is the tendency of individuals to demonstrate reduced efforts when working as a group than when handling a task alone (Simms & Nichols, 2014). I try to avoid this habit when working in a team because I believe there is always something new I will learn from my colleagues, and they will in turn pick some lessons from me. Therefore, I put my best foot forward to ensure I impact the rest positively. Besides, I pay maximum attention to how others work including their approach in addressing problems so I can learn from their tactics. I hold teams as a channel to enhance my competencies as well as help others rise beyond their weaknesses thus no chance to employ social loafing.

3. Benefits of Teamwork at the Workplace

It is challenging to work in a group comprised of different personalities since opinions tend to clash thus slowing down the group development process. However, in today's workplace, the spirit of teamwork has replaced working independently, and the benefits of collaborative work both to the organization and the individual employees are evident. However, to experience these advantages, staff members need to practice teamwork regularly besides receiving the relevant training to enhance their teamwork skills.

Working in a team enhances shared experience and knowledge since every employee has their unique strengths and capabilities which they impact on their colleagues when they collaborate at the workplace (Burke, 2011). Whereas it is likely that these abilities overlap across the entire workforce, some competencies are only prevalent in one or two staff members. Therefore, grouping the workers in a team to work on a project helps even the non-competent members gain the influence of their highly skilled co-workers in performing various tasks.

A project could present various challenges to the employee while each of the problems encountered demands a set of unique skills which the worker does not possess. However, when working as a team, each player can tackle a part of the project whose requirements align with the employee's skills and competencies. In the long run, the project completes successfully and within the stipulated timeframe while the workers expand their knowledge through the influence of their colleagues (Burke, 2011).

Teamwork instills a sense of security in the staff members since they feel the support of their colleagues thus getting the courage to take more risks. Workers working independently are likely to demonstrate conservancy, but when in a team, they feel challenged to stretch oneself further. Individual projects leave employees feeling isolated besides assuming that nobody has

an interest in their progress. Being a part of a team boosts the productivity of individual workers since each employee feels obliged to perform their assigned tasks diligently lest they fail the whole team (Burke, 2011).

Teamwork breeds accuracy than when working independently. Tackling a project alone could lead to the worker overseeing some mistakes which reduce the overall quality of the task. Having multiple parties concerned with the project can help reduce the number of mistakes. On the same note, teamwork fosters idea generation since all members must contribute their opinions on how best to improve the activity at hand. As a result, members get more creative in their thinking of new ideas as well as generating solutions for the identified problems (Burke, 2011). In the long run, the workers discover better ways of addressing future concerns than when working alone which limits the individual to their ideas which might not be effective.

4. Group Development Process

A team evolves in five phases namely forming, storming, norming, performing, and termination. The first stage (forming) involves the coming together of different individuals sharing a common goal which they wish to achieve. The team players must understand each other's working style and the experiences in the field as well as how well they are clear about the assigned missions. In the storming phase, team players face regular disagreements amongst themselves since they are not yet familiar with one another. Each person embraces their preferred approaches to problem solving and handling their assigned roles.

The norming stage involves owning some group norms and considering them as the guide to direct the activities of each team player. During this phase, the members establish a working relationship which facilitates the progress towards realizing the objectives of the project. The effectiveness of the team's output, working relationships, and team processes reflect in the

performing stage which indicates the progression of the real activity. Team members are in constant communication with each other and address challenges together. The termination phase marks the end of the project where team members demonstrate their fulfillment in realizing the goals of the project and move forward to a different activity.

5. Impact of Team Players' Effectiveness on Group Development Process

Team development process involves five stages namely forming, storming, norming, performing, and termination. A team comprises of individuals with conflicting views and opinions which can hinder the group from moving forward if the members do not agree to set their differences aside and focus on the vision of the group. When team players stick to their opinions and differences, they hinder the group from progressing beyond the storming phase.

The secret to moving from the storming stage to the norming phase lies in discovering the differences of opinions represented in the members and setting them aside. Instead of assuming that all team players share similar views and opinions, a successful team acknowledges the presence of diversity and strives to make the best out of the differences. Team members should make efforts to learn the positive side of each other and use the different competencies of their colleagues to their advantage in complementing their performance.

The differences among the team members should not be a force that disintegrates the players, but the glue that binds them closer in complementing each other. It is thus significant for the team members to work towards bettering the weaknesses of their colleagues while benefiting from their strengths. In the long run, this approach leads to the development of a stable team that appreciates each other's efforts in realizing the goals and objectives of the group.

References

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Simms, A., & Nichols, T. (2014). Social loafing: a review of the literature. *Journal of Management Policy and Practice*, 15(1), 58.

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