

Assignment Title: Effective Team-working and Communication

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Introduction

Success in both academic and professional contexts depend on effective teamwork. Teams can operate more effectively and efficiently by highlighting clear communication, outlining roles and duties, encouraging teamwork, and handling disagreements with grace. Team performance can also be improved by using flexible practices, making informed choices, and staying organised with technology. Students may create solid, collaborative groups that strive towards shared objectives and produce positive results by mastering these techniques. There are many types of roles that you can take with in teamwork and I believe that I am Plant which means that I'd rather work alone and think for myself , but even though I am not as vocal as other team members, I try my best to offer valuable ideas.

(Perry, Elizabeth, (2022) "Team members will observe how collaboration increases productivity as they begin to work together." which means the result that will income

is only decided by if the pupil will get together and work with one another. If one person is not going to work as hard as the other members then it's very easy for the group to fall apart or miscommunicate which would then lead to an unfinished project.

Using theories the Thomas-Kilmann conflict management model and Belbin's (1981) I will discuss my experience working in a team in this report. I'll also talk about the difficulties I encountered and the lessons I took away.

Findings

Understanding Team Development Theories

During my lectures I've encountered many group projects which required me to take the project as a team member and I figured out that I used Tuckerman's (1965) method which is stages that will follow you to group development. (they will be listed below).

- Forming – When we first got to our group, we didn't really understand or recognise who was going to do what, so we weren't able to work as a team yet.
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- Storming – When the group started to come to together and talked about the project we were set up to, some had stronger opinions then others such as trying to force and take roles without talking to one another.
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- Norming – As time went by, we got to understand each other's strengths and weakness and got to see who was going to be responsible for what task. This allowed us to include one another's strengths and learned too corporate.
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- Performing – We became a reliable team because our communication got stronger, and we all worked together which then we completed the work.
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- Adjourning – Once the work was done, we all got to reflect and give feedback to one another.

For us, the storming stage was the most challenging. Disagreements arose around decision-making and leadership. We were able to collaborate more easily after we overcame that, though. I came to see that disagreements arise naturally in teamwork and, when managed well, may really strengthen a group.

My Role in the team

I was more capable to comprehend my value to the team thanks to Belbin's (1981) Team Roles idea. Belbin asserts that members of a team naturally take nine different roles. These can be categorised as follows:

- Action-oriented Roles - Shaper, Implementer, Completer – Finisher
- People-Oriented Roles - Coordinator, Team worker, Resource Investigator
- Thinking Roles - Plant, Monitor, Evaluator, Specialist.

During our group task I always became quiet and tried to listen and evaluate the situation first so then I can create ideas that could the team. I was confident but I tend to work independently. I also always try to take and create my own ideas. So, believe / I think I fall into the Plant role according to Belbin's paradigm.

While I was quite quiet during the whole project, I really did try to involve myself as much as I could so then my ideas and opinions could get across which they did. They occasionally shy away from confrontation, though, and find it difficult to assume powerful leadership roles. Although I had good ideas and chances to get to talk to my team members about my opinions, I didn't really get the recognition until I got to explain my ideas/opinions. They didnt really understand me since some of my team members aren't very strong with the English language but I eventually got them to understand me and ideas for our group project.

Before working in the team, I took the Thomas-Kilmann Conflict Mode Instrument, which assesses how people handle conflict. My results showed that I am a withdrawal type of person, meaning I tend to avoid conflict rather than face it directly.

Since I tend to avoid it, I easily get quiet and try my best to not let my team down by disagreeing with anyone's point. There was a time and point where my team members weren't speaking up someone's question within our group, which led me to start get a lot into my mind, but nothing was coming out of my mouth. I tried staying professional and tried to talk but there was a disagreement before I got to speak which then led me to stay quiet since I couldn't talk on time.

One of my biggest challenges that I faced was that when I meet new people, I always tend to get shy since my group was a big range of ages. I always tried to talk but whenever I did, it wasn't always the same thing coming out my mouth rather than what I

was trying to say. I realised that I am confident in the work I put in and do but not confident enough to speak up about it.

However as time went by, I got to know the people I was working with and got really close which helped me to get comfortable enough to have my own opinions about anything that was bothering me during our group project and allowed me to speak my mind whenever I'd like to. There were times where me and my group had disagreements but since I got more comfortable, I stood up and acted for myself which then made my team members realise that I can have my own opinions stand out and make way for my own decisions.

Before this group project, I always saw conflict as a very negative thing. However, I now realise that it's very important and that every group needs it to get the best outcome and that its key to great teamwork, I learnt that avoiding conflict will only make matters worse where instead I could be discussing with my team what could make it work the best for all of us.

Conclusion and Future Improvements

When I think back on my time working in a team, I can identify both my areas of strength and growth. I was helpful, cooperative, and contributed to the team's great environment. But I also need to focus on standing up for what I believe in, managing conflict better, and striking a balance between the importance of open communication and my natural tendency to avoid conflict.

What I will do to improve my next group project is that I really need to work on my communication skills and my confidence around others. I really need to start sharing my ideas and opinions confidently with the group and try to avoid dealing with disagreements in an unrecognising way. I need to face all errors that will come my way in the next group project and be willing to face any problems that will arise. I also need to work on trying to recognise my team members work and emotions which will lead to a better understanding within the group.

By making these changes I hope to become a better team member with not only will I work on my confidence but my talking skills as well as my emotions. This project allowed me to understand that teamwork isn't just getting the work done but working and understanding each other, learning and adapting to the group and work and growing as a person.

References

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