

2408620

by Jainaba Sama

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Introduction:

Teamwork is about working together with others to achieve a common goal or to complete a task successful and efficient way. In most work

or study environments, being able to collaborate well is a key skill that encompasses sharing responsibilities, also good communication help you listen to different opinions, and support one another to get things done.

effectively. According to the Institute for Government (2025), teamwork is essential for achieving organisational success, as it allows individuals to bring their unique skills and perspectives together. Throughout this module, I've learned a lot which enhance helped me experience of teamwork about how teams work and how different people

bring different strengths. This report will reflect on my own experience working in a small team for a university group project. I'll use teamwork theories from the module example Belbin, Thomas Kilman and Tuckman theories. how our group worked, what went well, and what didn't go well. In my experience, my natural role within a team aligns with Belbin's Team Roles Theory. I often take on the role of a 'Team Worker,' which means I focus on ensuring harmony within the group and supporting others to achieve their tasks. I also often find myself acting as a 'Plant,' coming up with creative ideas and solutions. and get to know everyone a bit better. Later, when we Tuckman's Team Development Model Learning about Tuckman's Stages of Group Development has really helped me in me development explicitly at my workplace which has taught me used conceptual framework in teamwork process and in my assessments were i constructively aligned to address skills in my team processes. t's a model from Tuckman (1965) that explains how teams grow over time, with set stages. Really understanding these stages has meant I've been able to contribute more effectively to team projects. For example, in a project recently, I knew to expect some awkwardness at the start, during the forming stage. So, I took it upon myself to get the ball rolling by having a group discussion to introduce ourselves hit the storming stage and there were disagreements, I was able to stay calm and see things from different angles. This was all because I knew about Tuckman's model and realised that conflict's normal in a team, and it can help you grow in the long run.

Belbin's Team Roles Theory explains that people tend to take on specific roles within a team based on their personality and working style. Belbin (2010) outlined nine roles that each have different strengths and possible weaknesses, and they are grouped into action-oriented, people-oriented, and thought-oriented roles.

The action-oriented roles are Shaper, Implementer, and Completer Finisher. Shapers are driven and help the team stay focused, especially when challenges come up. Implementers are reliable and organised they turn plans into actions and follow a clear structure. Completer Finishers focus on the finer details. They make sure everything is done properly and are often the ones who spot errors before final submission. The people-oriented roles are Coordinator, Team Worker, and Resource Investigator. Coordinators are confident and good at guiding the group without dominating it. Team Workers, which is one of the roles I related to most, are caring and cooperative. They help the group stay together by supporting others and creating a calm and respectful environment. I noticed this in myself during group discussions when I encouraged quieter team members to speak and helped manage small disagreements. The thought-oriented roles include the Plant, Monitor Evaluator, and Specialist. Plants are imaginative and often come up with original ideas and creative solutions. I also saw myself in this role, especially at the start of the project, when I suggested some fresh angles for our topic that the group hadn't considered yet. Monitor Evaluators are logical thinkers who weigh up the options and

make well-judged decisions. Specialists bring expert knowledge in a specific area and tend to focus deeply on their chosen subject.

In our project, I often switched between being a Team Worker and a Plant. I enjoyed coming

up with new ideas and thinking outside the box, which helped shape our project early on. At the same time, I also played a big part in keeping the team balanced, making sure everyone was heard and felt comfortable contributing. Conflict Resolution strategies Conflict is something that often comes up when people work in teams, especially when there are deadlines, different personalities, or unclear communication. At first, I found it quite uncomfortable to deal with disagreements directly. Before this project, I tended to avoid conflict altogether, especially as a Team Worker. I didn't want to make anyone feel uncomfortable or upset the balance in the group. But through this module, I learned that avoiding problems can actually make things worse and slow the team down. In one part of our project, we were deciding how to style the presentation PowerPoint. I had a strong idea to keep it simple and have fewer images and focus more on content, but another team member felt equally passionate about a different idea of being more creative and adding videos and animations. Rather than debate it further, I suggested combining both ideas. This approach, fits into the Compromising style, resulted in a PowerPoint, while not exactly what either of us initially envisioned, was a workable solution that satisfied both sides and allowed us to move on to more important matters quickly.

Conclusion

Overall, thinking about my experiences has really shown me how important teamwork really is. Looking at the different models in this module has also helped me get a better sense of how teamwork works. Things like Tuckman's Stages, Belbin's Team Roles, and the Thomas-Kilmann Conflict Styles have given me good ideas about how to be a better team member. Going forward, I want to take a more active role when conflict happens, using better communication instead of staying quiet. I'm planning to use what I've learned to get better

at working with others. This means keeping in mind how teams develop, valuing everyone's different roles, and using different ways to sort out disagreements. I'm also going to focus on talking to people better and building good relationships with my team members. By doing all of this, I hope to be a positive influence on any team and help us reach our goals.

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