

Module: Effective Team-working and Communication

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Task: Reflective Report

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Introduction

Good teamwork is a cooperative effort in which individuals work together towards a common goal utilizing a variety of skills to provide the greatest results. For teamwork to be successful it requires defined goals, effective communication and trust. According to Tannenbaum and Salas (2021) successful teams enrich collaboration by defining specific roles, maintaining open lines of communication, and mutual respect among team members. Additionally, Kline (2002) emphasises the significance of active listening and encouraging an atmosphere where people feel appreciated, both which can encourage creativity and productivity. Furthermore, as stated by Academi Wales (2018) trust is the foundation of productive collaboration since it allows members to freely exchange ideas and make valuable contributions.

My traits function in teams aligns with Belbin's (2010) "Plant" classification. I often come up with creative ideas or solutions that might not necessarily be the right approach, and I thrive while working independently. My key strength is my ability to think creatively and offer fresh solutions to problem. A preference for working alone, meanwhile can occasionally provide challenges in a collaborative environment.

In addition, I'll work on being more adaptable by asking for input early on and encouraging dialogue to generate ideas together. I will be able to maximise my abilities and improve teamwork with this approach. I also plan to take part in discussions regarding ideas more actively and keep an open mind when it comes to criticism because I know that collaborative efforts often produce better results than solo ones. I can contribute to the development of a stronger and more successful team dynamic by making sure that my innovative ideas are more effectively integrated into the team's efforts. In order to create a stronger plan of action going forward, I will also make an effort to achieve a balance between my preference for working alone and the team's cooperative objectives.

Findings

During the lectures, I gained a deeper understanding of how a person's capacity communicates and collaborate effectively is influenced by their self-awareness,

perception of relationships, and understanding of their environment. According to Kline (2002), listening is essential to developing relationships because it encourages open communication and trust. We can enhance our interpersonal relationships, which are essential for productive teamwork, by genuinely listening to and valuing others.

Additionally, I explored frameworks that highlighted interpersonal dynamics like Emerald's (2009) empowerment model and Karpman's (1968) Drama Triangle. These frameworks show how people might become stuck in unproductive roles like victim, rescuer or persecutor. I can consciously adjust towards more effective behaviours that encourage cooperation and problem-solving by identifying these patterns.

The lectures made clear that effective teamwork is essentially dependent on the strength of relationships and goes beyond simply finishing their responsibilities. It is crucial to be able to manage interpersonal relationships while maintaining a balance between individual and group requirements. This realisation has significantly increased my capacity to encourage collaboration among teammates and to approach problems in a positive manner when they emerge.

My approach to teamwork has been significantly impacted by the adoption of these models. For instance, I applied Kline's (2002) recommended active listening strategies in the group presentation to ensure that each had an opportunity to express their ideas. This improved the quality of our work by encouraging collaboration within the team and giving each member a sense of appreciation.

My understanding of Karpman's Drama Triangle allowed me to identify ineffective conflict behaviours on the team. I purposely avoided playing the victim or rescuer when arguments occurred. Rather, I encouraged the team to use Emerald's model to come up with answers as a group. Due to this change in our dynamics, we were able to establish confidence among the members and efficiently resolve problems.

By transforming obstacles into opportunities for development, I also applied Seligman's ideas. For example, I maintained a positive attitude and advised my team members to focus on achievable goals rather than the obstacles, this mindset improved our moods and made it possible for us to do our work effectively.

Finally, I applied Maslow's theory to deal with a team member who was facing some difficulties because of personal issues. I helped them regain their sense of involvement and belonging by acknowledging their situation, offering support, and dividing work to reduce their workload. This method kept the project on track and improved teamwork.

Conclusion

Through this module, I have come to understand that establishing trust and open communication, maintaining interpersonal relationships, and a balance between individual and group demands are all necessary for productive collaboration.

Moreover, having the knowledge of models such as Maslow's hierarchy of needs, Karpman's Drama Triangle, Emerald's empowerment framework, and Kline's emphasis on listening has given me the ability to build strong connections and work effectively through obstacles.

I've come to understand that productive teamwork involves more than just finishing tasks; it also involves establishing and sustaining an environment of mutual respect, cooperation, and common goals that fosters long-term success. I have improved my abilities to manage conflicts, encourage inclusivity, and stimulate creativity in teams by putting all that I've learnt into practice, making a positive impact on the group dynamics and overall outcomes.

In the future, I plan to apply these techniques in both my professional and academic activities. In order to continuously improve my interpersonal skills, I will make active listening an essential aspect of my communication style, guarantee inclusivity in all team interactions, and request feedback. I also intend to look for other team dynamics resources to deepen my comprehension and adjust to a variety of team environments. This commitment will enable me to make a significant contribution to productive teams and help the group achieve its goals in the future.

Additionally, when working with diverse teams, I plan to focus on developing resilience. Understanding that difficulties will inevitably arise in any team, I will aim to encourage an optimistic and problem-solving attitude, making sure that setbacks are viewed as opportunities for development. Since these qualities are essential for creating long-lasting professional connections, I will also place an intense focus on developing trust by being dependable and encouraging open communication.

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