

EFFECTIVE TEAM WORKING AND COMMUNICATION

BMSW4009

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The difference between groups and teams
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Introduction

What is different between teams and groups is an important question addressed by this assessment. Analysing the processes required to form a team is vital to comprehend what each one signifies, what each one entails, and what distinguishes them from one another.

Main Findings

If we are to differentiate between the group and the team, it is important to describe both and understand their differences and similarities. Once they have been defined, we must list their traits and distinguishing qualities.

Essential elements of a team include:

- are made up of two or more people.
- who routinely communicate and collaborate to accomplish.
- a shared objective.

([Asana, 2021](#))

Common commitment makes a team strong. Individuals perform better without it. Power becomes cohesive with it

Essential elements of a group include:

- a group of three or more people.
- They recognise themselves as part of something separate from each other yet are directed by each other to achieve their organization's goal in an independent way. ([Bhasin, 2021](#))
- A person is chosen to be the head of the group. They and the other members of the group will not share the ends, goals, and achievements. Everything that happens is independently inside the group.
- Depending on the situation, certain members have responsibilities and are assigned individual goals. We also notice that group members are independent ([Asana,2021](#)).

Although groups can go through a variety of stages of growth, Tuckman (1965) identified four phases.

- Forming.

Each participant is interested in learning more about the other participants in the new group. Fear of rejection will make them avoid strong opinions. A polite attitude is essential ([Scully,2020](#))

- Storming.

Conflicts are expected at this stage. Crisis management is essential for group evolution. As conflicts end, the group can move on ([Veronica,2020](#)).

- Norming.

When the group reaches this level, they start to become a team. This is because they get to know one another, which can promote effective collaboration and teamwork ([Wallbridge, 2021](#)).

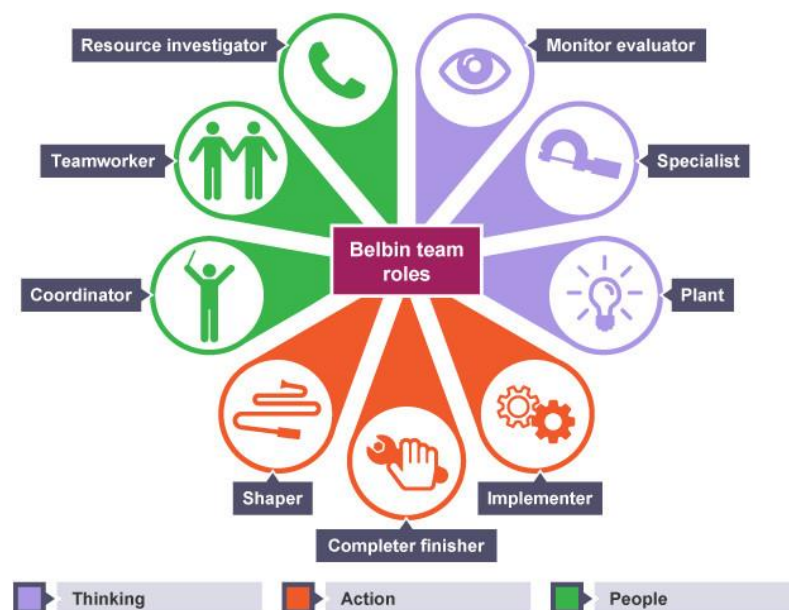
- Performing.

You must set up procedures to monitor the completion of projects because storming can make or break a team ([Mind Tools, 2022](#))

- Adjourning.

Tuckman and Jensen (1977) added the last stage when team members achieve elevated levels of success, they may feel depressed. Friendships were formed during the project that suddenly must finish ([Wallbridge,2021](#)).

Belbin (1981) presents a hypothesis that states that certain personality types are necessary for a team to function well. Belbin lists the following nine types of people:



([Mike Nguyen, 2017](#))

Different traits and acceptable flaws in these team positions might help the team succeed. All these personality models do not necessarily need to be the centre of focus at once; they can swap during the project ([Channell, 2021](#)).

Conclusion

By focusing their attention, taking their responsibilities seriously, and being polite, the members can make a positive difference. If a team follows every stage in the Tuckman model, they will achieve the Belbin team roles. To reach its full potential, it must reach maturity.

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