

EP 051 TEAMWORK

SHOW NOTES

OBJECTIVE

> Develop an understanding of teamwork.

UNDERSTANDING TEAMWORK

Teamwork means the cooperation of people using their individual skills and providing constructive feedback, despite any personal conflict between individuals. This happens when a group of people **work together** cohesively, towards a common goal, creating a positive working atmosphere, and supporting each other to combine individual strengths to enhance team performance. **Teams have more** talent and experience, more diversity of resources, and greater operating flexibility than individual performers. The important difference between effective teams and ineffective ones lies in **the emotional intelligence of the group**. This is comprised of the emotional intelligence of individual members, plus a collective competency of the group.

ESSENTIAL CONDITIONS OF EFFECTIVE TEAMS

- 1. Trust among members.** Trust is being built by courageously bringing feelings out into the open and dialoguing about how they affect the team's work. Building relationships strengthens the team's ability to face challenges. For this, the group must feel safe to be able to explore, embrace and ultimately to rely on emotions in work.
- 2. A sense of group identity.** A feeling among members that they belong to a unique and worthwhile group.
- 3. A sense of group efficacy.** A sense of group efficacy is the belief that the team can perform well and that group members are more effective working together than apart.

SEVEN SIMPLE WAYS OF WORKING TOGETHER BETTER IN YOUR TEAM

1. If you see a problem, it's your problem.
2. Any form of attempting to be right is unhelpful.
3. Give up, as best you can, all judgment.
4. Take charge of your emotions.
5. Blame no one, not even yourself.
6. Trust others with what is really on your mind.
7. Help is always available.

APPLICATION

> Which of the seven simple ways stands out for you as something to apply next time you are in a team, and why?

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