

The Psychology of Team-working

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A good team...

A good team for you, in which you can work your best, is like what?



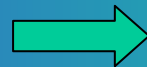
The perfect team?



- How big should it be?
- Does it need a leader?
- What makes a good team player?

Problems with teams

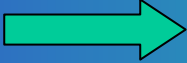

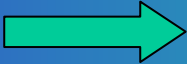
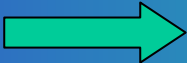

- Personality factors
- Status & hierarchy
- Decision making & judgements
- Brainstorming: group v individual
- Group decision making = average
- Social loafing v social labouring?
- 2 heads not always better than 1



Benefits of teams

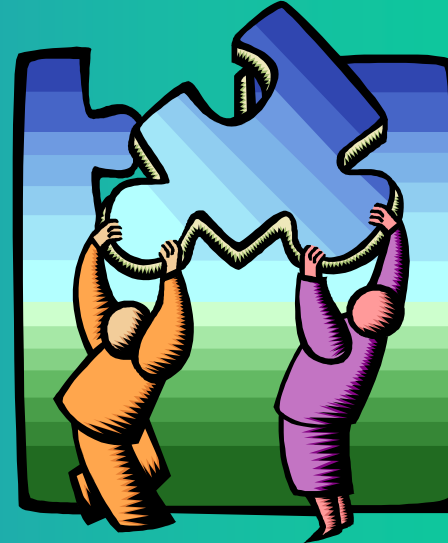
- Psychological benefits
- Fulfils social needs
- Perceived as more enjoyable
- **BUT to counter social loafing**
- Individuals must be accountable
- Teams should be small groups

Stages in team development

- Forming 
- Storming 
- Norming 
- Performing 
- Mourning 
- Testing
- Infighting
- Getting organised
- Mature closeness
- Moving on

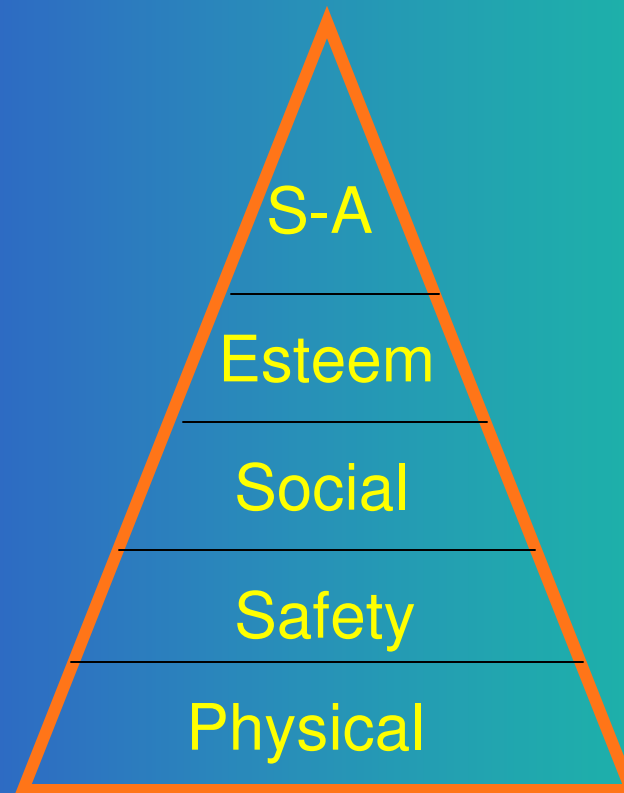
What do you bring to the party?

- Special skills
- Knowledge
- Attitudes
- Expertise
- Values & beliefs



Maslow's Hierarchy of Needs

What is their
current level?



And what's yours?

Based on A Maslow

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THE MBTI

- What does it measure?
 - Where you prefer to focus your attention
 - What kind of information you pay attention to
 - How you prefer to make decisions
 - Which lifestyle you prefer

The MBTI

- EXTRAVERT
- SENSING
- THINKING
- JUDGING
- INTROVERT
- INTUITIVE
- FEELING
- PERCEIVING

What makes a winning team?

- Common goals
- Effective leadership
- Members who communicate
- High levels of self-esteem
- Members who trust each other
- Members committed to roles

Winning teams are:

- More motivated
- More successful
- More productive
 - than traditional hierarchies



Successful team building interventions

- Those designed to change task processes
 - Defining clear objectives
 - Improving role understanding
 - Improving use of skills
 - Identifying specific performance problems
 - Devising action plans to deal with problems

Methods of improving teams

- Individuals should feel they are important to fate of the team
- Individual tasks should be meaningful & intrinsically rewarding
- Individual contributions should be identifiable & subject to evaluation & comparison
- Teams should have intrinsically interesting tasks to perform
- Teams should have clear group goals with built-in performance feedback.

What I want from you as a team member

- To clarify my job and the results I'm expected to achieve
- To give me the resources & opportunity to perform
- To let me know how I'm getting on
- To give me guidance & training when I need it
- To reward me according to my contribution

S.C.O.R.E.

- S - share a common goal
- C - collaborate & solve problems
- O - overcome personal differences
- R - respect each others' skills
- E – (support) each other

WHAT NEXT?

- What do you want to have in your Action plan when you leave this workshop?



Thank You



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