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WHAT ARE THE FACTORS THAT INFLUENCE THE SUCCESS OF A WORK TEAM

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Summary

The constitution of a work team requires broad precautions to hope for optimal success. If the team is already formed, the goal is to get a group that best performs the task for which it was set up. If the team has not yet been put together (and we will be interested in this case), this is an opportunity to proceed in order by asking the right questions.

Abstract

The main challenges in teamwork are: Let's find optimal solutions to achieve success; Overcoming the fear of not being good enough; Not knowing where to start; The fear of not integrating into the community; Lack of time; Not knowing how to express contribution needs so that the interested parties understand them.

That many of these problems can be solved by:

- 1) Clearly listing the needs for contributions, with the necessary skills, via an interface that is easier to access than a GitHub (which is really anxiety-provoking for non-developers)
- 2) Designating a welcoming person as the entry point for newcomers, who will be easy to talk to, and who will be able to direct everyone to simple tasks to discover the project.
- 3) Changes tend to make us feel insecure as they force us out of our comfort zone. They involve adapting to new circumstances and, in many cases changing everything we have been doing until now.

For example, consider the days when technology gained importance in businesses. Many people have had to adjust to the introduction of these tools, using training, learning through effort, sometimes feeling that they could not do more ... but they did. This usually happens when we have no other choice. Any change presupposes something new, maybe help, but indeed growth.

Keywords: teamwork, challenges, performance

Introduction

In teamwork, focusing on consistency, cohesion, and efficiency requires each member to occupy their place on an equal footing with the other regardless of their role, function or status.

Being successful at work is one of the goals of the vast majority of people. For some, it is about devoting themselves to what excites them most; for others, achieving specific realistic and desirable goals to be able to develop, surpass themselves and reach the top. However, it doesn't matter whether we are in one position or another; success at work comes through a series of rules that must be fulfilled.

All these rules will generate a degree of satisfaction necessary to feel that we enjoy a balance and well-being in our working environment. It is essential that while our goal is to be successful at work, we do not neglect other areas of our lives. Family, friends and our personal growth are also important.

If any area of our life is not functioning correctly, we will feel an imbalance and, as a result, we will not feel that happiness that we all crave.

First of all, we must establish the importance of teamwork and then the challenges encountered. So, why does this matter? Because collaboration is essential for the growth of the individual, the team and the business. And let's be honest, collaboration is inevitable in business. If you treat collaboration like teamwork, you'll end up with a great team, but not always with a great result. Taking steps to make successful collaboration a priority for your team and other departments can help streamline efforts and ultimately save everyone's time.

Topics

Next, I propose to look at some of the common challenges of team collaboration.

- The first challenge is the indecision that occurs when vital decisions have to be made.

Those who are supposed to provide a direct path to success end up having no idea which direction to take. This is common when multiple actors are involved, and all stakeholders are not on the same page. Indecision may seem like a small challenge at first, but it can lead to imprecise expectations and delayed deadlines, not to mention frustrated team members.

- For this challenge, I propose to make the decision-making process as easy as possible for your stakeholders. Instead of asking them what to do, come up with a few ideas, and have them choose.

To be successful at work, it is important to be aware that problems are challenges. We may encounter difficulties while looking for that job that we want so much or that we want to initiate a personal project. However, this is not an excuse to give up. The second challenge is "e-chess." This is a term that is used when email fails completely. It is used when you forget to click "reply", do not attach the latest file, forget to look in spam for important emails. It happens to the best of us. These mistakes are all too common when

working in teams. Eventually, attachments are lost, grammar dictators are on the prowl, and the project schedule goes off the rails.

To solve this problem, it is recommended to stop using email to collaborate because the emails will hurt your collaboration productivity. Instead, consider using a collaboration tool for project management and accountability tracking. Collaboration tools like Wrike help you archive and format files so you can always find the latest files.

- Another challenge is the lack of communication in the team.

So, when collaborating, there is always a place for misinterpretation. Sometimes mistakes are discovered until it is too late. Without a clear understanding of what is expected of stakeholders, energy is wasted, and time is running out. This can be caused by a lack of communication or simply missed communications.

To avoid this problem it is necessary to ask questions. If in doubt, raise your hand. Make sure you understand the goals and expectations of everyone involved. If something is late, let them know. Mistakes and delays are inevitable, so talking about them and being proactive provides time to find a solution.

- Negative people in the team.

These are phrases commonly used by those toxic people lurking around the office, also known as negative people. There is usually at least one on each team and their pessimistic attitude spreads like wildfire. They complain about almost everything, and whenever there is a challenge or a disagreement, they will be the first to talk about it and the last to think of a solution. These people can lower the productivity and morale of a team, leading to frustration and conflict.

For good results in the team, it is recommended the positivity. Put out their fire with a positive comment or suggestion because collaboration is essential for the individual, the team and the business.

If you are a negative person, take a step back, and assess your attitude. Simply changing the way you say things can convey your point without the unproductive and contagious negativity.

If I presented some challenges encountered in teamwork in the first part, now I will present the elements that lead to team performance.

Efficient teamwork is distinguished by:

- Synergy: all team members work in the same direction. View is unanimous as to the group's mission, objectives, and means to achieve it. There are no hidden intentions that stand in the way of the collective effort. The result of the whole is greater than the sum of the individualities.
- Healthy mutual aid: Everyone supports their colleagues when the need is there and respects their prerogatives. There is cooperation, but there is no invasion. There is trust between all team members: I feel safe to accept your assistance; I am reassured that I do not want to do your work for you or control what you do.
- Complementarity: the collective comprises individuals with different types of personalities and skills so that the team does not have weak points in certain areas. Everyone has the freedom to bring their specificities without being forced to conform to the lowest common denominator of the group.
- Effective, frank and constructive communication: differences of opinion are expressed frankly, without leading to harmful conflicts: there are no taboos or attacks. Everyone sets out their ideas clearly and checks that they have been understood. Interactions are geared toward problem solving, not complaint. This sometimes involves coaching individual members of the team or their line manager.
- How to improve the performance of a team?

We use the GPRI model (Goals, Process, Roles, Interactions). We take care to:

Develop common goals (Goals) by ensuring that everyone can express their opinion on the team's mission and deploy a shared vision.

Define or standardize the processes (Process): once the objectives have been clarified and accepted by all, the key functions can be established (how we decide, we work together, we prioritize our projects, we coordinate our activities, we communicate with each other) .

Identify roles and ensure a balance between them (Roles) in some organizations, some roles are missing (no one feels comfortable with this one) or are over-represented (too many team members are playing it). This can result in an innovation deficit or a difficulty in carrying out the missions, also direct or too little communication, a lack of supervision of newcomers.

Improve interactions within the group: when the work on the level of objectives, processes and roles is accomplished, the sources of blockages and the number of unproductive conflicts decrease considerably. It is fundamental that colleagues understand each other, despite individual differences in communication, leadership styles, and change management. One of the frequent tools at this stage of an intervention is the MBTI training (Steiner, 1972).

The success or effectiveness of a work team is defined by adequate group production and the level of interpersonal satisfaction that the group brings to members. The team's output must correspond to norms or standards of quantity and quality that allow a goal to be set.

These standards, defined by the organization (or better, in collaboration with the team), are essential for its adequate functioning because they will enable it to have a production objective and know its limits. But this dimension of success must be complemented by a social and personal dimension, in the sense that a team must meet the social and individual needs and objectives of its members and that this is one of the conditions for its sustainability. This satisfaction can be reflected in team members' tendency to work overtime voluntarily and work together cooperatively.

➤ How does the environment of a work team influence its success?

The external conditions imposed on the team are the fundamental organizational decisions that constrain the work teams (distribution of power and authority, work execution procedures, time limits, number of teams, work schedules, size of the group, rotation diagrams, machines used, assignment to work areas, work interdependence devices) (Goodman & al., 1990).

The human resources available for group activities are generally a product of the choice and selection processes within the team. Material resources (tools, consultation space,

etc.) and training, information, and various support also come from the organization. Performance feedback is one of the most important pieces of information for team members who can thus assess their performance against the performance of other members and the team's overall performance.

All team members have the means to influence work decisions, and the information is relatively open. Hierarchical differences are minimized (authority comes more from skills and experience than formal status) to foster in everyone the feeling of being a full member working towards shared goals. The sense of shared mission influences the types of norms that develop. Indeed, teams tend to create standards that encourage high productivity and promote the company's well-being as a whole. Teams must guide themselves within limits depending on the skills they have previously demonstrated. The organizations ensure the development of these skills through consultations and training.

The evolution of advanced technology will certainly reinforce a control strategy (by routinizing, directing and depersonalizing work), but it will also reinforce a strategy of involvement (by increasing employees' capacities, avoiding repetitive work and allowing decentralized decisions).

Conclusion

This article is about setting up a work team, but it can serve as a basis for designing and developing a training program if the team is already in place. To this end, it is important that the trainer is well informed and experienced concerning the functions, tasks and processes of all phases of teamwork. It may also be useful for him to know the team in training, that is to say the skill level of the team and its members and the plethora of tasks and functions in which it is engaged.

For practical training, all team members should, as much as possible, be involved in all activities and phases of training. The scenarios should be created, taking into account the actual operating environment of the teams. Also, training should not focus on the typical learning of task-related skills while ignoring the development of soft skills. Finally, to

ensure that the training program is effective, it is advisable to evaluate the training program and its methods that can provide feedback.

References

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