Jeffery Morse

 0 LIKES

Consider the stages of team development from the Learning Activity titled “Team Dynamics.” According to the reading, what is the first stage and what are some questions to ask during the first stage?
The listed stages in the article “team dynamics” are Forming, Storming, Norming, and Performing.
The first stage listed is “forming”.  Members begin to determine team boundaries. They do this asking questions such as, “is it considered acceptable behavior to interrupt?” Or “Can I leave when I feel like it?” Most questions are attempt in determining rules and policies for the team.  If a leader articulates such rules and policies promptly this may result in fewer questions.

What are some additional questions, other than those listed in the reading, that you might ask?
Some team members may need to know if they have input in the formation of team rules and policies.  Other questions my be directed more toward the purpose of the team, the expected outcomes, or issues concerning other team members.

Next, what would you do if the team process you were involved in was not progressing through the storming phase? First one may need to discover reasons for the lack of progression. Some items that can freeze team progress is, lack of trust, poor communication, the team may get hijacked by one individual, or conflict.

Why is it important for organizations and teams to recognize that conflict is inevitable, according to Gersick’s model in the Learning Activity? Non personal conflict is desirable, it is this struggle that births innovative solutions.  On the other hand personal conflict can be very detrimental. Also, lack of trust promotes a person to become defensive instead of being open to a solution other than their own. Gearstick’s model reveals that any regression in team progression will ultimately outcome in a higher level of functioning as a result of non personal properly managed conflict.

Finally, in what ways can team conflict possibly be beneficial? Conflict can promote efficacy, cohesion, innovation, and over all effectiveness.



2 months ago

Diana Echols

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Thank you Jeffrey for your response to this prompt. Some questions that are asked in the beginning should be used to help people better understand who is who. One question I am very interested in knowing is, what should I know about a person as it relates to how he or she works and who the person is professionally. The more relevant information one can obtain regarding the person as a professional, the better.  Knowing the issues that could freeze the process is important to overcoming the barriers. You addressed each aspect of this prompt sufficiently and demonstrated understanding of the concepts covered in the text. As a result, I will affirm this post.