**Consider the common problems faced by teams in the Learning Activity “Barriers to Effective Communication.” Choose two of the problems and provide suggested solutions from the reading.   In considering the common problems faced by teams in the Learning Activity, “Barriers to Effective Communication” the following list of problems is given.**

**1. Challenges of Knowing Where to Begin--At the start of a project, team members may be at a loss as to how to begin.**

**2. Dominating Team Members--A good way to overcome this barrier is to design a team evaluation to include a “balance of participation” in meetings.**

**3. Poor Performance of Team Members-- teams deal with poor performers in different ways,**

**4. Social Loafing -- Social loafing refers to the tendency of individuals to put in less effort when working in a team context.**

**5. Poorly Managed Team Conflict**

**6. Groupthink**

**7. Motivation and Frustration**

**Of these numbers 1 and 4 are chosen.**

**The challenge of where to begin is sometimes a very daunting problem. The learning activity suggests asking four questions, “What is holding us up? Do we need more data? Do we need assurances or support? Does anyone feel that we’ve missed something important?”.  Further, making sure the goal is clear is very highly recommended. In my experience, this problem is usually the result of looking at the project as a whole. Many times such a view may leave one overwhelmed. Personally, I usually feel this way at the beginning of a final paper or project.  I have found that breaking up a project into small manageable pieces usually helps immensely. I ask my student this question… How do you eat an elephant? One bite at a time…**

**Social loafing can become an issue.  Many times this can be overcome by separating out sub-projects that each individual is responsible for.  This avoids the “someone else can do it” train of thought.**

**Next, which of the obstacles to success presented by Greenberg & Baron have you experienced at work?**

**The obstacles to success presented by Greenberg & Baron are**

**Unwillingness to cooperate, Failure of managers to delegate authority, Failure of teams to cooperate.**

**The obstacles I have experienced at work are all of them.  Many time I have found that the Unwillingness to cooperate problems are due to personal conflicts, or power struggles.  Also, some managers feel they are the only ones who can do the work and take a very traditional team structure where the manager is in control.  Failure of a team to cooperate usually has been personal conflict related in my experience as well. Many times women working with men is difficult due to strained relations after a rejection.**

**How can these obstacles be overcome? Please provide specific examples to support your response.  First, chose well when putting together the team, next make sure expectations are clear, making members responsible for specific parts, provide counseling when needed.  Lastly, some member may have to be managed out of the team.**



2 months ago

Diana Echols

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Thank you Jeffrey for your response to this prompt. You captured the problems accurately. One of the reasons people have difficulty starting is because there tends to be a need to do everything else but "get started". What I mean by this is, if the focus is on the getting the job done, after dividing the labor, the first course of action should be clear and the team should be ready to work. You have 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.