

Qualities of an Effective Team

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Teamwork is the cornerstone for the success of a business organization (Klobas & Haddow, 2000). If employees and management do not gel and work in harmony, problems are likely to arise that prevents the company from meeting its objectives. There are various qualities that define teamwork in an organization.

Qualities of a good teamwork:

Effective communication:

Effective communication is one of the most important qualities of teamwork. A team that encourages the culture of communication ensures that each member shares opinions and ideas without fear (Klobas & Haddow, 2000). Indeed, effective communication is the glue that binds team members together. Whenever misunderstandings arise, effective communication is the toll that solves such misunderstandings.

Mutual respect for team members:

For a team to remain united and work in harmony, everyone needs to respect the ideas, opinions, and values of each other. This respect should be not only horizontal but also vertical. Employees should respect one another while respecting their leaders as leaders also respect and appreciate their junior workers. Most importantly, members should respect other members' religion, cultural beliefs, and family background without appearing to demean others.

Collaboration among team members:

Teamwork and collaboration are sometimes used interchangeably (Töremen & Karakus, 2007). Everyone needs to understand their skills and talents and see how these abilities will help the overall team. For active collaboration, each member needs to understand their role and

contribute to the team's success. A well-functioning team is founded on members complimenting each other by appreciating that all members are equally important in the organization.

Problem-solving and conflict resolution:

Effective teams must develop structures that help them to solve internal conflicts (Töremen & Karakus, 2007). The individual team must develop the most appropriate method for solving the problem. The strategy varies from team to team, depending on the situation and individual members. Nonetheless, the ability to amicably solve internal conflicts is the yardstick that measures a team's cohesiveness.

How do the roles you considered contribute to effective teamwork?

The selected characteristics play an important role in enhancing effective teamwork. For example, conflict resolution, problem-solving, and effective communication are intertwined in enhancing teamwork. For example, poor communication creates division, conflicts, and problems in a group (Jonassen & Kwon, 2001). However, to solve these problems team members must communicate with each other to solve the differences. Problem-solving skills are determined by how well an individual communicates. Furthermore, one of the elements of conflict resolution is effective communication. Therefore, effective communication's role in enhancing teamwork is twofold; reducing conflict in the group and problem-solving skills.

The role of mutual respect is to ensure harmony, cohesion, and unity among the team members. For example, a team that does not value and respect other peoples' religion, ethnicity, or style of work is likely to create divisions among the team members. Consequently, such team lacks cohesion and unity. Respect fosters multicultural and cross-cultural coexistence among members (Jonassen & Kwon, 2001). Moreover, respect fosters effective leadership. As the saying goes "respect is two-way". Consequently, for leaders to demand respect from their

subjects, the leaders too should respect the workers. In doing so, the organization encourages the culture of corporate governance.

Finally, there is a correlation between teamwork and collaboration. Collaboration is a domain of teamwork. Collaboration in the workplace is known to enhance employee motivation and increase job satisfaction among the workers. While competition is welcome, studies have shown that effective performance is boosted when teams work as a unit.

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