

GITAM UNIVERSITY

LEARNING AND DEVELOPMENT DEPARTMENT

EMOTIONAL INTELLIGENCE AND REASONING SKILLS

CLAD 1001

SELF LEARNING MATERIAL

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Unit XI: TEAM WORK

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1.0. Objectives

After reading this unit, you should be able to:

- ✓ Define the term Teamwork.
- ✓ Understand the need for teamwork.
- ✓ Interpret the benefits of teamwork.
- ✓ Identify what makes a team work.

1.1 ONE IS BETTER THAN ONE

Do you know them?

THE AVENGERS!!!!



Marvel's The Avengers, featuring Iron Man, Captain America, the Hulk, and Thor is not just inspiring for comics fans. There's a huge lesson about teamwork you might not have paid attention to. Not just teamwork – but the value of teams themselves.

The Avengers' lesson is that **ONE is better than one**, meaning that one team is better than one person. It is universally different from five people versus one person. A group of five can probably accomplish more than one person alone, but it's when those five people work together as a team when the magic happens.

The hard part is making those five individuals put their egos aside, trust each other, and act as a team. Captain America and Iron Man have a pretty different view of the world, and compromise doesn't come easy. But they respect and trust one another despite their disagreements, and they can see the value the other brings to the table. The abandonment of ego is what allows you to become part of a whole that is greater than the sum of its parts. Remember, *one is better than one*.

When you're part of a team, a truly cohesive unit that functions with a single purpose, you can accomplish wonders.

1.1.1 WHAT IS TEAM WORK?



TEAMWORK is “the combined action of a group, especially when effective and efficient”.



1.1.2 WISDOM OF GEESE:

Nature teaches us many things and we are in a constant state of learning. Wildlife scientists have conducted extensive studies to determine why geese and other migratory birds always fly in a distinctive v-formation. They found some fascinating results:



(click on the image to watch the video)

1. As each bird flaps its wings, it creates an “uplift” for the bird following. By flying in a “V” formation, the whole flock adds 71% greater flying range than if the bird flew alone.

Lesson: People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.

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2. Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone, and quickly gets back into formation to take advantage of the “lifting power” of the bird immediately in front.

Lesson: If we have as much sense as a goose, we will stay in formation with those who are headed where we want to go (and be willing to accept their help as well as give ours to the others).

3. When the lead goose gets tired, it rotates back into the formation and another goose flies at the point position.

Lesson: It pays to take turns doing the hard tasks and sharing leadership—with people, as with geese, we are interdependent on each other.

4. The geese in formation honk from behind to encourage those up front to keep up their speed.

Lesson: We need to make sure our honking from behind is encouraging—and not something else.

5. When a goose gets sick or wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again or dies. Then they launch out on their own, with another formation, or catch up with the flock.

Lesson: If we have as much sense as geese, we too will stand by each other in difficult times as well as when we are strong.



1.1.3 FOUR BENEFITS OF TEAMWORK FOR STUDENT DEVELOPMENT AND SUCCESS

1.1.3.1 TEACHES ESSENTIAL SOCIAL SKILLS

Teamwork teaches you essential communication and social skills, such as *active listening and effective speaking*.

When working as a team, you learn how to listen to your leaders and coaches in order to perform your individual roles. And *you learn how to listen* to your team member in order to function as a cohesive unit.



Teamwork teaches you *how to respectfully and confidently express your ideas* and opinions effectively in a group setting.

It's important for students to recognize that speaking is not the same as talking. Speaking is about understanding how to communicate with an audience.

The way in you speak to other group members demonstrates your level of understanding and respect for others.

1.1.3.2 IMPROVES SELF-CONFIDENCE.

Teamwork teaches you that your voices are *respected and valued*.

Knowing that you will be heard helps build your self-confidence, while encouraging further participation in group activities.

This becomes a self-sustaining cycle: participation in team activities teaches you how to be better communicators, which in turn helps you feel valued and respected.



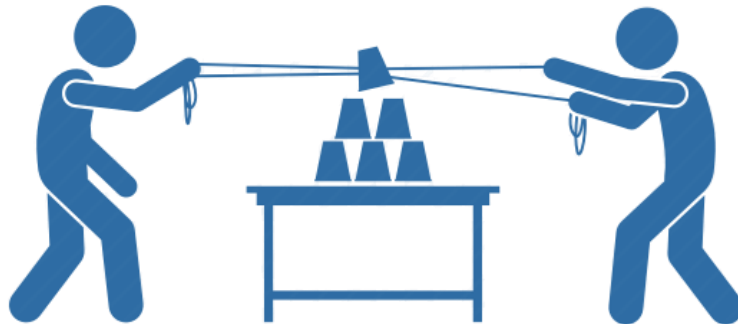
As a result, even the most introverted and quietest of the team members can become active participants and learn to enjoy team activities.

1.1.3.3 REDUCES BULLYING

One of the biggest benefits of teamwork is its potential to dramatically reduce the effects of bullying among students.

When you know you're valued and respected by others, you will be able to rise above the hurtful acts or comments of a bully.

Being a part of a team that genuinely cares about its members will also give you a strong support system.



Ultimately, team members tend to stick together outside of collaborative settings (like sports practice and clubs), which means they can support one another in challenging settings.

Furthermore, the self-confidence from team activities may empower you to stand up for other victims of bullying who may not have a similar support system.

1.1.3.4 SETS YOU UP FOR FUTURE SUCCESS

The *benefits of teamwork almost always translate into success outside the classroom.*

There are very few career paths that operate in isolation. As an employee in almost any industry, people are required to work closely with others.



That's why employers prefer to hire people who have demonstrated their ability to work as a part of a team.

1.2 ACTIVITY

SELF ASSESSMENT TEST

[Team roles test | take this free team roles test online at 123test.com](https://123test.com)

1.3 SUMMARY:

- Teamwork is “the combined action of a group, especially when effective and efficient”.
- When you are part of a team, a truly cohesive unit that functions with a single purpose, you can accomplish wonders. One is better than one
- Benefits of team work:
 - ✓ Teaches essential social skills
 - ✓ Improves self-confidence
 - ✓ reduces bullying
 - ✓ sets you up for future success.

1.4 GLOSSARY:

- The term *avengers* refer to a person who does harm to or punishes someone who has done something bad, especially to the person's family and friends.
- The term *abandonment* refers to ceasing to support or looking after (someone).
- The term *cohesive* refers to the action or fact of forming a united whole.
- The term *uplift* refers to raising the level of; improving.
- The term *flock* refers to a number of birds of one kind feeding, resting, or travelling together.
- The term *thrust* refers to pushing suddenly or violently in a specified direction.
- The term *honk* refers to making the characteristic cry of a goose.
- The term *bullying* refers to a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.
- The term *collaborative* refers to two or more parties working together.
- The term *empower* refers to giving (someone) the authority or power to do something.
- The term *isolation* refers to be or remain alone or apart from others.

1.5 SUGGESTED READINGS:

1.5.1 Courtesy:

- [Google Images](#)
- [Download Free Pictures & Images \[HD\] | Unsplash](#)
- [Four Benefits of Teamwork for Student Development & Success | Marlborough News](#)

1.5.2 Reference:

- The 17 Indisputable Laws of Teamwork: Embrace Them and Empower Your Team, HarperCollins Leadership, 2013.
- Talking to Strangers: What We Should Know about the People We Don't Know, Little, Brown and Company, 2019.

1.5.3 Video Links:

- [Wisdom Of The Geese - Best Motivational Video - YouTube](#)
- [2. Trusting Teams | THE 5 PRACTICES - YouTube](#)