

**GITAM UNIVERSITY**

**LEARNING AND DEVELOPMENT DEPARTMENT**

**EMOTIONAL INTELLIGENCE AND REASONING SKILLS**

**CLAD 1001**

**SELF LEARNING MATERIAL**

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## 1.0. Objectives

*After reading this unit, you should be able to:*

- ✓ Illustrate the idea of team bonding.
- ✓ Cite the need for team bonding.
- ✓ Illustrate how to bond a team.

## 1.1 INTRODUCTION



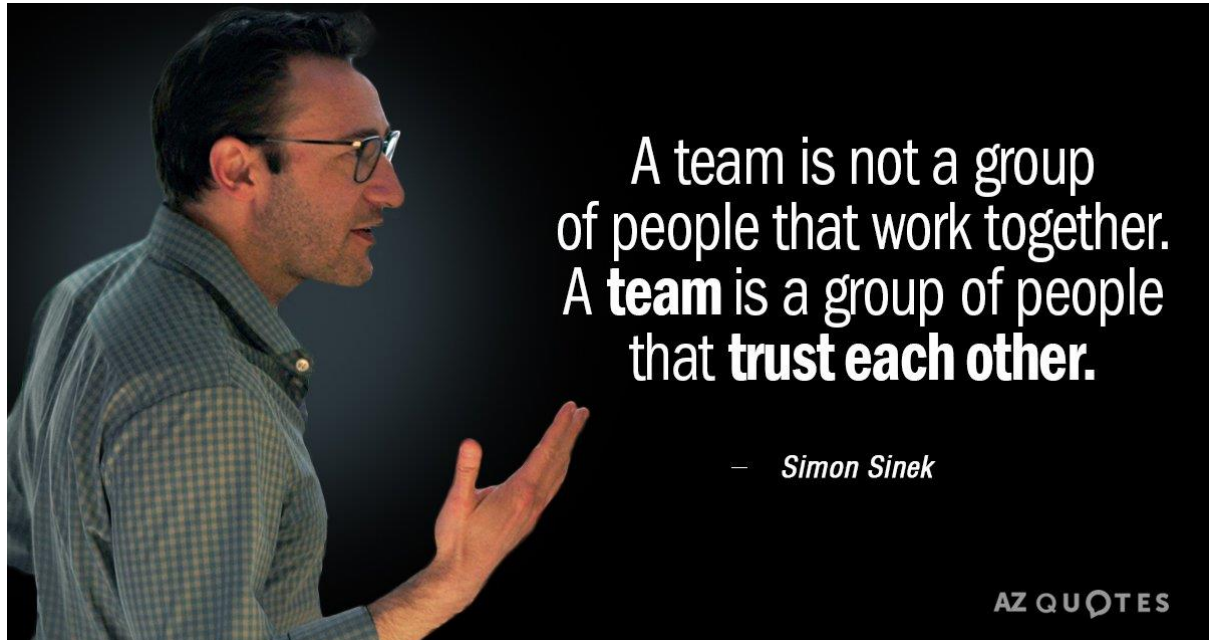
If you were to travel to South America, you could find an intriguing picture of what most travelers experience.

Two of the world's largest rivers, the Amazon and the Rio Negro meet, but they do not mix and are visually distinct—even when they occupy the same body of water.

Nothing blends. *They are together, yet divided.* This is because of the differences in temperature, speed and water density of the two rivers.

Too many times, people come together but only form a group, not a team. Like the Amazon River and the Rio Negro, they never bond. Even though they call it a team, there are various sub-cultures among the team members that don't blend, and often they don't even get along. It's tough to achieve goals with a "group." They got to bond together to become a team.

### 1.1.1 WHAT IS TEAM BONDING?



Team bonding is the strengthening of the relationship between team members on a personal level.

### 1.1.2 WHY TEAM BONDING?



Like the wolves say, the strength of the team is its members; and the strength of the members is their team.

### 1.1.3 TEAM BONDING VS TEAM BUILDING

Team bonding is all about the social bond between team members, outside of the work environment and work-related discussions, so they can develop a personal connect.

Team building focusses on helping the team members work together more effectively as a team, so their communication and collaboration is enhanced.

Exercises for team building often focus on getting the team to achieve a task together – either real or some more abstract or fun task, whereas team bonding focuses on learning about and understanding the individuals in the team.

### 1.1.4 HOW DO YOU INCREASE TEAM BONDING?

Team bonding does not take place within a day.

It takes incessant effort and willingness over a period of time to build an actual team spirit where every member works for the team. When a team is created there is bound to be awkwardness as all the members come from a diversified background with different mindsets. It takes time and opportunities to bring them together and gel as a unit.

There are a few ways to increase team bonding:

#### 1.1.4.1 CLARIFY ROLES AND RESPONSIBILITIES



*When you know who you are and what you are supposed to do in your team, you bond with your team better.*

Knowing your place and your purpose makes you responsible and accountable for your role in team, and thus improving team bonding.

#### 1.1.4.2 DEFINE THE GOALS





A well-set target facilitates better focus. *If your team has a goal to work on with, then all the members of your team will be on the same page and while working towards this goal, members tend to help each other and bond well.*

#### 1.1.4.3 GIVE EVERYONE A SAY

*When you know you are given an opportunity to express yourselves, and your perspectives are valued and respected, you will love to be a part of the team.*

Unique perspectives and diversified opinion will enhance the innovation levels amongst the members. They will appreciate the chance, embrace disagreements and remember the importance of a balanced decision so that they can come together and work as one single entity. It is this diversity that will bring unity and improve team bonding.





#### 1.1.4.4 OPEN DOOR POLICY

There should not be any barriers within a team.

#### NO SECRECY PLEASE

should be the mantra of each team to promote and improve team bonding and harmony.



#### 1.1.4.5 RESOLVE ANY CONFLICT QUICKLY



No one is perfect in the world and when a group of people is working for the interest of a team there are bound to be several disagreements. Do not let it fester as it will then work as a poison and slowly and steadily spread amongst each team member. Sit and resolve any conflict in a timely manner so that the poison is purged out immediately.

So, *when you make a mistake come forward without any prompting to accept and rectify it.*

#### 1.1.4.6 CELEBRATE

Successful teams need celebrating together to improve team bonding. It is not important to have a lavish and large-scale celebration, sometimes small and cosy get together can make a huge difference. Weave it inside a team's culture and *make it mandatory within a team*. It will make the success more impactful and lasting because everyone remembers celebrations.



Motivation levels will become high and members will strive again to achieve goals in a better time period. Celebrate with a casual weekend outing or a simple get together during lunch hour and chat about the success of the team, not individuals. Thank everyone in the team for their efforts and mention that it is the team that has achieved the success and deserves the celebration.

#### 1.1.4.7 ENCOURAGE SOCIAL EVENTS

Go for a lunch/dinner or a drink, a movie or an event with just team members and see how it brings about closeness and encourages collaboration. *Events are a great way of unwinding and knowing others.* Formal settings do not offer opportunities to know each other on a personal basis but informal settings and social events do. While working on the project at hand, your team do not have the necessary time to bond with teammates.



Casual surroundings are a great way for getting to know each other and improve bonding. Low-pressure events are best to sit, relax and enjoy a drink with mates. Social events are part of a company and it is best that the whole team participates in it to improve the team bonding because the members will be able to relate to each other on personal levels.

## 1.2 ACTIVITY

### 1.2.1 SELF ASSESSMENT TEST

[Free Personality Test | 16Personalities](#)

### 1.3 SUMMARY:

- Team bonding is the strengthening of the relationship between team members on a personal level.
- The strength of the team is its members; and the strength of the members is their team.
- team building often focus on getting the team to achieve a task together – either real or some more abstract or fun task, whereas team bonding focuses on learning about and understanding the individuals in the team.
- When you know who you are and what you are supposed to do in your team, you bond with your team better.
- If your team has a goal to work on with, then all the members of your team will be on the same page and while working towards this goal, members tend to help each other and bond well.
- When you know you are given an opportunity to express yourselves, and your perspectives are valued and respected, you will love to be a part of the team.
- When you make a mistake come forward without any prompting to accept and rectify it.
- Make celebrations mandatory.



#### 1.4 GLOSSARY:

- The term *intriguing* refers to arousing one's curiosity or interest; fascinating.
- The term *distinct* refers to notable.
- The term *abstract* refers to difficulty in understanding.
- The term *incessant* refers to continuing without pause or interruption.
- The term *accountable* refers to be required or expected to justify actions or decisions; responsible.
- The term *facilitate* refers to making (an action or process) easy or easier.
- The term perspective refers to a point of view.



## 1.5 SUGGESTED READINGS:

### 1.5.1 Courtesy:

- [Google Images](#)
- [Download Free Pictures & Images \[HD\] | Unsplash](#)
- [How to Improve Team Bonding? 10 Ways To Improve Team Bonding \(marketing91.com\)](#)

### 1.5.2 Reference:

- Deep work: rules for focused success in a distracted world, Piatkus, 2016.
- Eat That Frog! 21 Great Ways to Stop Procrastinating and Get More Done in Less, Berrett Koehler Publishers, 2018.

### 1.5.3 Video Links:

- [The Cart - The 4 Types of Team Members You Can Hire - YouTube](#)
- [10 Best Team Building Activities | What is Team Building | Personality Development Activities by TTS - YouTube](#)
- [Build a tower, build a team | Tom Wujec - YouTube](#)