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Assessment: MGMT101 Reflective Journal 1

Word Count:

Question: **Think about a time you were part of a team (e.g., sports team, group assignment, etc.). Reflecting on the theory covered in class during Week 5, Lecture 3 (Group dynamics), describe what made the team effective or ineffective? Then discuss what aspects of the team composition or processes could have further improved the outcome.**

When I was in a group for my engineers without borders assignment, we were an effective team because we all agreed on a time to meetup every week and split the tasks up, so we all had an even amount to do. This meant that we were all on the same page and had a weekly checkup to make sure we all knew what to do.

An aspect of team processes that could have been improved is cohesiveness. Team cohesiveness is the extent to which members of a group are committed to a team and motivated part of the team. To increase this, we could have implemented a celebration for when the team had good success, motivating us to work harder to get good grades so we can celebrate. Another way to increase cohesiveness is to introduce competition between other groups. Making it a competition between other groups would make our team motivated to beat the other groups as humans are competitive in nature.

Another aspect of team processes that could have been improved is conflicts. My group had little conflict between the members. Conflict can help group be constructive, it stimulates people towards greater work efforts, cooperation and creativity. But too much conflict can lead to low performance as too many disagreements can cause no progress being made. Too little conflict can mean that not many ideas are made, and everyone agrees on the first idea. Finding the perfect amount of conflict make the team the most effective.