

Midterm Activity 3

1. What is the meaning of peer evaluation?

Peer evaluation is the process through which members of a team or group assess each other's performance, contribution, or skill and offer comments. This type of evaluation is frequently used in joint initiatives, professional settings, and educational settings. Acquiring viewpoints from those who have either personally experienced or witnessed a peer's endeavors is the aim of peer review.

2. How do you evaluate your peer?

Evaluating a peer typically involves assessing their performance, behavior, and contributions within a specific context, such as a team project or a collaborative work environment. The process may vary depending on the purpose of the evaluation, but here are some general steps and considerations for evaluating a peer:

- Set Criteria:
 - Define what you're evaluating (e.g., teamwork, communication).
- Be Objective:
 - Focus on observable actions, not personal feelings.
- Use Ratings:
 - Use a scale (e.g., 1 to 5) to quantify your evaluation.
- Give Examples:
 - Provide specific examples to support your evaluation.
- Consider All Aspects:
 - Look at the whole picture, not just one aspect.
- Be Constructive:
 - Offer feedback on how they can improve.
- Stay Professional:
 - Keep it about work, not personal opinions.
- Communicate:
 - Discuss the evaluation with your peer if possible.
- Respect Privacy:
 - Keep evaluations confidential.
- Reflect:
 - Consider your biases and be open to feedback.

3. What is the meaning of group dynamics?

Group dynamics is a term that describes the complex interplay of the interaction patterns, relationships, and behaviors that are found within a group of people. This concept includes both studying the way in which group members communicate and coordinate their action to achieve group goals. Major constructs involve communication patterns, role distribution, the development of leadership, developed group norms, cohesion level, conflict resolution methods, decision-making procedures, and social influence on individual attitudes and behaviors. Group dynamics influence the dynamics of teamwork, encourage positive collaboration, and facilitate problem-solving in groups. It revolves around the understanding of the intricate interplay of factors that contribute to the collective functioning of the group and its effectiveness in attaining shared objectives.

4. What is the importance of group dynamics?

Group dynamics play a critical role in the success and efficacy of teams in different environments. Effective group dynamics improve team performance because they ensure effective communication, cooperation, and proper role clarity. The synergy of multiple viewpoints among group members produces innovative and creative solutions, allowing for more comprehensive problem-solving. Conflict management within the group leads to a harmonious workplace. Other correlation between positive group dynamics and positive employee satisfaction as individuals feel cooperated and involved. Information and ideas are shared, and observing leadership patterns helps leadership development through effective communication within the group. Group dynamics lead to the atmosphere of continual learning, personal development, and social inclusion, which develop resilience and feeling at home. In the end, the appreciation and improvement of group processes result in a sound decision-making process, and this in turn promotes the success of the team or organization.

5. What makes you a good leadership?

A good leadership means having to decide on what's best for the team to accomplish a particular goal. The ability to guide and to think critical on a certain situation, managing and deciding is very crucial for a team leader to be able to lead a team. Members of group must stand their roles and know how to work together, with their leader as their guide, a group may able to succeed any challenges to face.

6. What are the different leadership styles? (5 points)

What is a Leadership Style?

- A leadership style is a way in which a leader accomplishes their team's objective by motivating employees to work towards the common goal and focusing on their well-being. Understanding leadership style is imperative for a team to work together and also keep growing while embracing changes.

Different Types of Leadership

1. Democratic Leadership

- A democratic leader makes decisions based on their team's opinion and feedback. In simpler words, they get everyone involved in the decision-making process.

2. Autocratic Leadership

- This is precisely the opposite of democratic leadership. The opinions of team members are not considered while making any business decision. Instead, leaders expect others to adhere to their decisions, which is not sustainable in the long run.

3. Laissez-faire Leadership

- Laissez-faire means "let them do". This leadership style is the least intrusive and ensures that the decision-making authority lies with the team members. This leadership style empowers team members and holds them accountable for their work. This motivates many team members to put their best foot forward, improving the organization's efficiency and productivity.

4. Strategic Leadership

- Strategic leadership is when leaders use their skills and capabilities to help team members and organization achieve their long-term goals. Strategic leaders strive to get the best out of people or situations.

5. Transformational Leadership

- Transformational leaders inspire others to achieve the unexpected. They aim to transform and improve team members' and organizations' functions and capabilities by motivating and encouraging them.

6. Transactional Leadership

- This type of leadership is task-oriented, which means team members who meet the leader's expectations will be rewarded, and others will be punished. It is a prevalent leadership style based on the action-and-reward concept.

7. Coach-Style Leadership

- This leadership style focuses on identifying and nurturing a team member's strengths and weaknesses. A coaching leader develops strategies that

emphasize team members' success. Though this is similar to strategic and democratic leadership styles, the focus here is more on the individual.

8. Bureaucratic Leadership

- This kind of leadership style sticks to the rules. For example, they might listen to their team members' opinions while deciding.