

Midterm Activity 3

1. What is the meaning of peer evaluation?

-Peer evaluation is an effective collaborative learning strategy that asks students to reflect on contributions made by colleagues in group work. Peer evaluation is a process by which one's colleagues assess his or her quality and accuracy. Peer evaluation encourages students to critically examine the work of peers, and reflect on the meaning of quality work in general, especially when consulting a detailed rubric or checklist as a guide. Purpose: Students themselves provide feedback to one another, while the instructor focuses on more targeted guidance toward a learning outcome. The key for successful peer feedback is a constructive, honest environment in which students feel safe to share honest, yet helpful criticism. Through peer evaluation, students ultimately learn to better self-assess themselves, a skill which pay dividends throughout their academic and professional career. Peer evaluation refers to the process of assessing and providing feedback on the performance, behavior, and contributions of individuals within a group or team by their peers those who work alongside them on similar tasks or projects. The purpose of peer evaluation is to gain insights into an individual's strengths and areas for improvement from the perspective of their colleagues. It can be used in various contexts, such as workplaces, educational settings, or collaborative projects, to foster a more comprehensive understanding of each team member's contributions and promote mutual growth and development. Peer evaluation often involves the assessment of factors like teamwork, communication skills, work quality, and overall collaboration.

2. How do you evaluate your peer?

-To evaluate my peers requires a balancing act: recognizing their strengths while offering helpful suggestions for improvement.

1. Start by understanding the evaluation criteria and observe your peer's contributions.
2. Highlight their positive qualities first, then use specific examples to pinpoint areas where they could shine brighter.
3. Stay away from generalizations and focus on behaviors rather than personalities.
4. Encourage an open dialogue by asking questions and offering support.

For me feedback is a gift, so deliver it with respect and a genuine desire to help your peer reach their full potential. This way, everyone grows and learns - you, your peer, and the team as a whole. Evaluating a peer is about looking at how they work with the team and do their job. First off, think about how well they talk and listen to others good communication is important. Consider if they do their tasks well and if they help out when needed. If they take the lead sometimes, that's a plus. Being reliable, meeting deadlines, and admitting mistakes are also things to check. Look at their teamwork – do they contribute ideas, share responsibilities, and support the team? When giving

feedback, be specific about what they do well and where they can improve. Keep it fair and focused on the job, so everyone can learn and work better together.

3. What is the meaning of group dynamics?

-The term 'group dynamics' means the study of forces within a group. Since human beings have an innate desire for belonging to a group, group dynamism is bound to occur. In an organization or in a society, we can see groups, small or large, working for the well-being. The social process by which people interact and behave in a group environment is called group dynamics. Group dynamics involves the influence of personality, power, and behavior on the group process. Group dynamics deals with the attitudes and behavioral patterns of a group. It can be used as a means for problem solving, and teamwork, and to become more innovative and productive as an organization. Group dynamics studies the nature, formation and reasons for forming the groups. It studies how groups affect the behavior and attitude of members and the organization. It is a process by which people interact with each other. If groups are effectively managed, they contribute a lot to organizational goals. Group dynamics is a social process by which people interact and behave in a group environment. Group dynamics involves the influence of personality, power, and behavior on the group process.

4. What is the importance of group dynamics?

Importance of Group Dynamics includes:

1. A group can influence the way the members think.
2. The group can give the effect of synerg.
3. Attitude, insights & ideas of members depend on group dynamism.
4. If the group works as a cohesive group, the cooperation and convergence can result in maximization of productivity.

-Group dynamics also help to inculcate job satisfaction, knowledge sharing, team spirit, competitive spirit, motivation, etc. It also helps to reduce the labor turnover as the people were attached to their groups, and they can feel comfortable like their family members. When dynamics are positive, the group works well together. When dynamics are poor, the group's effectiveness is reduced. Problems can come from weak leadership, too much deference to authority, blocking, groupthink and free riding, among others. Group dynamics provide students with the opportunity not only to be creative but also to create a positive atmosphere and team spirit in the group.

5. What makes you a good leadership?

-I think for me being a good leader involves several simple but essential qualities. First, effective communication is crucial being able to express ideas clearly and listen to others is key. A good leader is also someone who leads by example, showing a strong work ethic and commitment. Being approachable and open to feedback fosters a

positive team environment. Additionally, decisiveness and the ability to make sound judgments are important for guiding the team. Empathy and understanding towards team members' needs contribute to a supportive atmosphere. Lastly, a good leader encourages teamwork, recognizing and appreciating the strengths of each team member. Overall, a combination of communication, leading by example, approachability, decisiveness, empathy, and teamwork for me it makes someone a good leader.

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

Different Types of Leadership Styles including:

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.