**SUMMARY:**

Synergy: An effect wherein the total output of a team is greater than the output that would result from adding together the outputs of the individual members working alone.

Group: Two or more interdependent individuals who influence one another through social interaction

Team: Two or more people, with work roles that require them to be interdependent, who operate within a larger social system (the organization), performing tasks relevant to the organization’s mission, with consequences that affect others inside and outside the organization, and who have membership that is identifiable to those on the team and those not on the team. Formal Groups: Groups to which members are formally assigned. Informal Groups: Groups formed spontaneously by people who share interests, values, or identities. Identity Groups: Groups based on the social identities of members. Virtual Teams: Teams in which members work together but are separated by time, distance, or organizational structure. Production Teams: Groups of associates who produce tangible products (for example, automotive assemblers or a team of restaurant chefs). Service Teams: Group of associates who engage in repeated transactions with customers (sales teams or Starbucks baristas). Management Teams: Groups of senior-level managers who coordinate the activities of their respective units (top management teams). Project Teams: Groups of associates (often from different functional areas or organizational units) who temporarily serve as teams to complete a specific project (new product development teams). Advisory Teams: Groups of associates formed to advise the organization on certain issues (disability groups who advise on the technical aspects of various products). Self-Management Teams: Have autonomy and control over the work they do. Usually responsible for completing a whole piece of work or an entire project.

Team Effectiveness: Measured by knowledge, criteria, affective criteria, and outcome criteria. Final consideration of whether a team is needed to perform the work at all, or whether the work is best performed by individuals.

Process Loss: Time and energy that team members spend on maintain the team as opposed to working on the task. Team Orientation: The extent to which an individual works well with others, wants to contribute to team performance, and enjoys being on a team.

Roles: Expectations shared by group members about who is to perform what types of tasks and under what conditions. Task Roles: Roles that require behaviors aimed at achieving the team’s performance goals and tasks. Socioemotional Roles: Roles that require behaviors that support the social aspects of the organization. Norms: Rules or standards that regulate the team’s behavior. Divisible Tasks: Tasks that can be separated into subcomponents. Unitary Tasks: Tasks that cannot be divided and must be performed by an individual. Maximization Tasks: Tasks with a quantity goal. Optimization Tasks: Tasks with a quality goal.

Interpersonal Cohesion: Team members’ liking or attraction to other team members. Task Cohesion: Team members’ attraction and commitment to the tasks and goals of the team. Social Facilitation Effect: Improvement in individual performance when others are present. Social Loafing Phenomenon where people put forth less effort when they work in teams than when they work alone.

Punctuated Equilibrium Model (PEM): Model of group development that suggests that groups do not go through linear stages but that group formation depends on the task at hand and the deadlines for that task.