

# TEAM CONTRACT

**Course Name:** Macroscopic Physical Chemistry

**Student Names:** Nhi Vo, Barbara Perez, Catherine Marrero

**Team Topic:** Exam 2

**Professor:** Vazquez

**Presentation Date:** March 30th, 2020

**Class Day / Time:** Mon/Thurs at 12:15pm

## PROJECT VISION

(Team's Grade Expectation Eg. A+, A, B+, B, etc.)

What is the team's grade expectation on this assignment? Is there consensus?

Please ask each other: "Is each member committed to putting in the work to achieve this grade? If not, **how will the team resolve this?**"

**Please circle/highlight the grade that you group is targeting:**

50% to 60%  
60% to 70%  
70% to 80%  
80% to 90%  
90% to 100%

All members of the team must agree on the decision.

## GROUP MEMBERS' BEHAVIOURAL EXPECTATIONS

What do you need from each other to work effectively as a team?

Examples: "communicating in a timely manner with each other", "being punctual", "meeting deadlines", etc. **Each member** needs to include **at least one** behavioural expectation.

This need should be brought to the attention of your team.

NAME	BEHAV. EXPECTATION	SPECIFIC EXAMPLE
Example: George Green	Punctuality	All team members show up to meetings and class on time and with work done as per agreement
Nhi Vo	Punctuality	Show up to meetings on time and with work done as per agreement
Barbara Perez	Communication	Organize with team members on specific times on when to discuss the exam. Communicate on the work done
Catherine Marrero	Participation	To meet deadlines effectively and work together in a respectful manner.

## **ELEMENTS OF EFFECTIVE TEAMWORK**

Each member should identify ***at least one*** of the skills below that you feel you **are strong in** and **one skill area that requires further development**.

Use this information in completing the sections “***SKILL STRENGTH IDENTIFICATION***” and “***SKILL DEVELOPMENT IDENTIFICATION***” areas below.

### **COMMUNICATION**

For effective teamwork to occur there needs to be a free, open and appropriate expression of ideas and feelings at all times. Each member actively listens to other members, and after listening, provides effective non-judgmental feedback. Members take responsibility to communicate their ideas, thoughts, concerns, etc. Respectful communication (verbal and non-verbal) in response to cultural and personal differences contributes to team cohesion.

### **PARTICIPATION**

Team members need to contribute fully to the best of their ability. Members need to take initiative in participating in the group tasks, especially in areas where they may have strengths. Those with greater ability may also need to help those who may be struggling by guiding, coaching or critiquing. Those who may be struggling should be clear when they need clarification or assistance. To make teams work well, members need to make concerted efforts to be available for meetings. Wanting the group to succeed will contribute to success – begrudging contributions will erode success.

### **GIVE AND TAKE**

There may be various ideas of how to achieve success within the team. Therefore, members need to be open to compromise and recognize that it is sometimes better to give in than be “right”.

Members need to discern the differences between their own needs and those of the group, ideally putting needs of team before the needs of the individual.

### **LEADERSHIP**

Each member can contribute by being a leader in the group – a group can have more than one! Members lead with the skills and abilities they possess. A member who promotes team actions, decisions and ideas demonstrates leadership. A leader recognizes that he/she needs the team, and lets each member know where they stand. Leadership is also required to initiate the resolution of team breakdowns.

### **ORGANIZATION**

An effective team needs to be organized. Members determine how the team is organized. This in turn, contributes to a member understanding his/her responsibilities, ensuring things are getting done and that there is no repetition in completing tasks.

### **PREPARATION**

For teams to be successful, members need to be responsible with their duties and do the work required as agreed upon. Otherwise, team progress could be impeded, especially if further steps are dependent on the required work. Everyone needs to know that they can rely on their team members in completing assigned tasks/preparation work so that the team can progress in its objective(s).

### **PROCEDURE**

In order for teams to function well, they need to set up procedures, which will clearly identify members' responsibilities and expectations for each other. Some type of order is necessary for teams to function effectively and smoothly, otherwise teamwork may end up being inefficient, inconsistent and regularly in "crisis". Members need to function according to agreed upon procedures which will help to guide them in times of dilemmas.

### **CAPABILITY**

Each member brings strengths to the group – not only existing skills and/or knowledge, but also the potential to learn, problem-solve and contribute to the team. Demonstrating one's interest and potential will often lead others to have more confidence in that member.

### **COMMITMENT**

Members who are committed will often be the ones taking initiative to achieve goals/objectives of the team. They will be the ones who want to make sure the goals are clear to achieve success. Commitment needs to be directed to team goals, not individual goals. The level of commitment is usually related to the level of reliability.

### **PROGRESS and ASSESSMENT**

A well running team is always interested in how things are going. Members of an effective team will contribute to an attitude of action and momentum. Often, progress is a good indicator of how well the team is working together. Regular assessment is necessary for a team to ensure it is continuing to work well together. An effective team is not afraid to make changes in how it is organized or in its procedures so that improvement in achieving the goal/objective occurs.

Use this information in completing the sections  
***"SKILL STRENGTH IDENTIFICATION" and***  
***"SKILL DEVELOPMENT IDENTIFICATION"*** areas  
below.

## SKILL STRENGTH IDENTIFICATION

Each member must choose **at least one skill** from “Elements of Effective Teamwork” (pages 2&3) that you feel is your **strength**. Be **very specific** in what activity you will apply this skill to the assignment.

**This Skill should be brought to the attention of your team.**

MEMBER NAME	SKILL STRENGTH	SPECIFIC ACTIVITY
<b>Example:</b> Pat Green	Commitment	<i>I will attend all meetings and encourage others to be committed.</i>
Nhi Vo	Commitment and Organization	I will attend all meeting and encourage others to be committed. I will also organize all the work that we need to work on before deadline
Barbara Perez	Progress and Assessment	I will ensure that my team is always running effectively with each other and we are keeping tabs on the work being done and the work to be done
Catherine Marrero	Communication and Procedure	I will work to ensure that all members are understanding the material. Will also make sure that everyone knows their assignments.

## SKILL DEVELOPMENT IDENTIFICATION

Each member must choose **at least one skill** to be developed from “Elements of Effective Teamwork” (pages 2&3). Provide a specific example of how this skill is often challenging for you in a team situation and how you might develop it within this project.

**This Challenge should be brought to the attention of your team.**

MEMBER NAME	SKILL DEVELOPMENT	SPECIFIC ACTIVITY
<b>Example:</b> Pat Green	Organization (Time Management)	<i>Sometimes I procrastinate. I would like to challenge myself to be on time more and may need support of the group in this area.</i>
Nhi Vo	Time management	Sometimes, I need to someone to remind what assignment is going to be due soon.
Barbara Perez	Capability	There may be topic that is much harder for me to understand and therefore may impede me from answering a question successfully.
Catherine Marrero	Organization	I would like to work on being punctual. I recognize that I am not always as organized, and will work on attending all meetings to meet deadlines.

## TEAM MEMBER AVAILABILITY SCHEDULE

Complete the grid below to show when each member is **NOT available** to work on assignments/projects with your team. If this changes, complete this again.

Time	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
8 – 9							
9 – 10		✓			✓		
10 – 11		✓			✓		
11 – 12		✓			✓		
12 – 1		✓			✓		
1 – 2		✓	✓		✓		
2 – 3		✓	✓		✓		
3 – 4	✓	✓	✓	✓	✓		
4 – 5	✓	✓	✓	✓	✓		
5 – 6	✓	✓	✓		✓		
6 – 7	✓						
7 – 8	✓						
8 – 9	✓	✓	✓	✓	✓	✓	
9 - ?							

**BE VERY CLEAR OF YOUR AVAILABILITIES,  
AS THIS IS OFTEN THE MOST COMMON  
AREA FOR CONFLICT.**

## TEAM ACTIVITY PLAN

Please fill out according to the assignment requirements. **Be as specific as possible** so that everyone is clear what is being completed and by when. Feel free to add rows as required.

Project Tasks / Requirements	Who Is Completing This Activity / Task	Date to be Completed
<b>Example:</b> <i>Research on current industry events in Canada</i>	<i>Pat Green</i>	<i>Monday October 26<sup>th</sup></i>
Write down what assignment is needed to be done and when it's due. Distribute equal amount of work to other team members	Nhi Vo	Tuesday, March 31
Create a communication medium in which to talk to team members and decide on times to meet and complete my part of the contract.	Barbara Perez	Tuesday, March 31
Communicate with all members what their assignment is. Also checking to see if anyone needs any help and keeping track of what else is missing.	Catherine Marrero	Tuesday, March 31

Clarity of Tasks and/or Requirements is  
often an indicator of a  
**HIGH FUNCTIONING TEAM.**

## CRITICAL REVIEW DATES

It is strongly recommended that you pre-arrange Critical Review Dates. These meetings will help to assess if you are on track and if the project is moving along as planned.

### Please discuss:

- How often your will team meet to review the project status.
- How will you communicate with each other and share information (i.e.: Facebook, email, Dropbox, face-to-face, Google group, etc.).
  - What will be the ramifications of no regular communication?
- What contact information you will share with each other and when it is appropriate to contact each other.
- Deadline dates to ensure task completions.
- Who will take lead in communicating with the team and initiating discussions when needed.

Review Date #1: March 30, 2020

Location/Method of Communication: Facebook messenger

Review Date #2: Friday April 3

Location/Method of Communication: Facebook video chat/messenger

Review Date #3:

Location/Method of Communication:

## CONTRACT AGREEMENT

This is an official contract. Once you have signed it you are accountable.

Name: Nhi Vo

Signature: Nhi Vo

Date: March 30, 2020

Name: Barbara Perez

Signature: Barbara Perez

Date: March 30, 2020

Name: Catherine Marrero

Signature: Catherine Marrero

Date: March 30, 2020

Name:

Signature:

Date:

Name:

Signature:

Date: