

Common Goal	<ul style="list-style-type: none"> <li>• Members have negotiated shared aims and goals</li> <li>• Identify your key objectives and what you want to accomplish together</li> </ul>
Social Organization	<ul style="list-style-type: none"> <li>• The group develops or actively negotiates functional norms, roles, and relationships</li> <li>• Members understand their role in the team and adapt to changing roles</li> <li>• Decisions are made by consensus</li> </ul>
Interdependence Among Members	<ul style="list-style-type: none"> <li>• Members succeed only if all succeed</li> <li>• Members assist other members</li> <li>• Their whole approach is can-do: “what contribution an I make to help the team achieve success?”</li> </ul>
Collective Consciousness	<ul style="list-style-type: none"> <li>• Members perceive themselves as belonging to the group even when the group is not together</li> <li>• Check your ego at the door</li> <li>• Let other people take credit for their contributions</li> </ul>
Mutual Interest	<ul style="list-style-type: none"> <li>• Members focus on the interests of the group as a whole, and avoid personalizing problems or differences of opinion</li> <li>• Members respect individual viewpoints and differences <ul style="list-style-type: none"> <li>○ Sandwich principle – one member explaining idea with wrong approach/pov -&gt; give acknowledgement and encouragement (sandwich negative between two positives)</li> </ul> </li> </ul>
Productive Involvement	<ul style="list-style-type: none"> <li>• All members contribute equally to the workload</li> <li>• Resources and skills are identified early on and used effectively</li> <li>• Follow through on assignments</li> <li>• Come prepared for team meetings</li> <li>• Take the initiative to help make things happen</li> </ul>
Effective Communication	<ul style="list-style-type: none"> <li>• Listen attentively to others</li> <li>• Provide constructive feedback</li> <li>• Consider ideas without debating and arguing every point</li> <li>• Receive criticism without reacting defensively</li> <li>• Listen first and speak second</li> <li>• Compromise when needed</li> </ul>
Cohesion	<ul style="list-style-type: none"> <li>• Members are able to contribute equally to produce something greater than the individual parts</li> <li>• Members feel they have learnt something from the process and from the other group members</li> </ul>