

Assignment Two

1st Answer:

A group is a collection of individuals who interact with each other to achieve a common goal. This interaction can be direct or indirect and the members of a group may or may not have the same objectives, but they are usually linked by a common purpose or a set of purposes.

The difference between a group and a team primarily lies in the nature of their objectives and their interactions:

- 1. Objective:** A group's members might work together toward a common goal, but they often have individual responsibilities and tasks. In contrast, a team's members work collectively towards a shared objective, often with a higher degree of coordination and interdependence.
- 2. Cohesion:** Teams generally exhibit a higher level of cohesion and collaboration. They often have complementary skills and a strong sense of identity and belonging.

Regarding the stages of group development, psychologist Bruce Tuckman presented a model that includes the following stages:

- 1. Forming:** This initial stage is characterized by uncertainty and anxiety. Members are polite, and roles and responsibilities are not clear. In a banking scenario, a new credit management team is formed. Members meet each other for the first time and are cautious in their interactions.
- 2. Storming:** Members start to push boundaries, and conflicts may arise due to differing working styles and opinions. In the banking team, disagreements might emerge on risk assessments and loan approval criteria.
- 3. Norming:** Gradually, the group starts resolving conflicts, and norms and roles are established. The banking team begins to find common ground on how to evaluate credit applications.
- 4. Performing:** The team now functions effectively towards its goals. In our example, the credit management team efficiently processes loan applications, balancing risk and customer service.
- 5. Adjourning (added later by Tuckman):** This final stage involves the disbandment of the team, with members moving on to other tasks or groups. In a bank, this might happen when the team's project is complete, or when the bank undergoes organizational changes.

As part of a group, I have observed these stages, although the intensity and duration of each stage can vary. In a project group I belonged to, we definitely experienced the initial uncertainty of the Forming stage and the conflicts of the Storming stage. As we became more familiar with each other's working styles, we transitioned into the Norming stage, which allowed us to effectively collaborate in the Performing stage. However, not all groups necessarily go through these stages linearly or experience all of them distinctly.