Team Dynamics

The significance of team dynamics in task success

Team dynamics describe the interaction between members of a team. They must be considered for a team in order to be successful, involving the dynamics of communication and cooperation (Myers, 2013). Team dynamics are best analysed using personality types and general rules for team structure, with systems such as the Belbin Team Roles outlining many different types of individual, suggesting common traits and common interactions (Belbin, 2020). Utilising this information can be key for success, creating a team that has many different skills, and that can handle setbacks and individual struggles.

There are multiple different models that describe team dynamics, both psychologically based and non-psychological. Lewin group dynamics is based on how people interact, describing common perceptions that arise within a group (Myers, 2013), and Hofstede organisational culture describes five factors (Myers, 2013): power distance, uncertainty avoidance, individualism/collectivism, masculinity/femininity, and short-term/long-term focus. Having these two models in mind, along with others, will help the production of teams that are effective and consistent.

While team dynamics are a small part of what makes a team function, it's important to consider the impacts of bad team organisation, including issues between members, as well as issues involving general structure and leadership. A key set of considerations that can improve team dynamics and assist team performance are as follows:

- Team Communication (Mind Tools Content Team, n.d.)
  - ➔ Having a team that can communicate and feel welcome proposing ideas is key. Having a competitive environment where individuals feel they cannot propose ideas or talk about any problems they have can be problematic for team success, as the suppression of ideas and resolutions can cause a project to collapse.
  - ➔ Scheduling team communication, such as with a meeting, and making sure that each member can feel satisfied with the meeting and what was communicated about, is a positive part of a team dynamic, allowing for freer communication and helping to prevent long term issues.
- Leadership (DeakinCo., 2017)
  - ➔ Proper leadership can resolve issues in teams by creating an organisational structure and by making sure that each branch of the structure is working correctly and efficiently. Key parts of managing a team are communication and delegation, assigning

tasks to the right people along with making sure that they're comfortable with the quantity and type of work set, and keeping up to date with the status of completion.

➔ Good management can identify where an issue may arise, whether between members or with individual members, resolving those issues quickly before they impact the rest of the team (Sutevski, n.d.).

- Morale
    - ➔ Linked to leadership, morale is a key part of team dynamics. Keeping team members confident and efficient is essential with teams, with low morale causing catastrophic failures in productivity. Morale can be impacted by many factors, with good leadership and goal setting going a long way, improving morale and helping keep productivity high (Fidel, 2020).

- Focus
    - ➔ Focus describes the quality of goals, both general goals as well as specific goals. Clearer objectives and approaches are positive for productivity, impacting the overall quality and type of work produced. Abstraction can be useful for contextualising tasks, describing where it fits into the overall team effort. The inverse is also practical for improving focus, defining smaller goals from a larger task, splitting up complex issues into simpler issues. (Kim, n.d.) (the-happy-manager, n.d.)

- Efficiency
    - ➔ Lastly, efficiency in the context of teams and team members describes an overall effectiveness of both a group of people, and an individual. This can be improved through a multitude of methods, but the general ideas are to use some of the concepts outlined earlier, such as abstraction and communication, to improve morale, focus, ease of communication and efficiency.

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