

Archer Center For Student Leadership Development,  
Rensselaer Polytechnic Institute

# TEAM DYNAMICS

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Teamwork: It's just common sense  
**Or is it?**

# Find Your Partner

- Find the person with the card that is the mate to yours:

Mickey  
Mouse

Minnie  
Mouse

Pepper

Salt

# In teams ...



## The Task:

Rest the stick on one finger and as a team lower it to the ground.

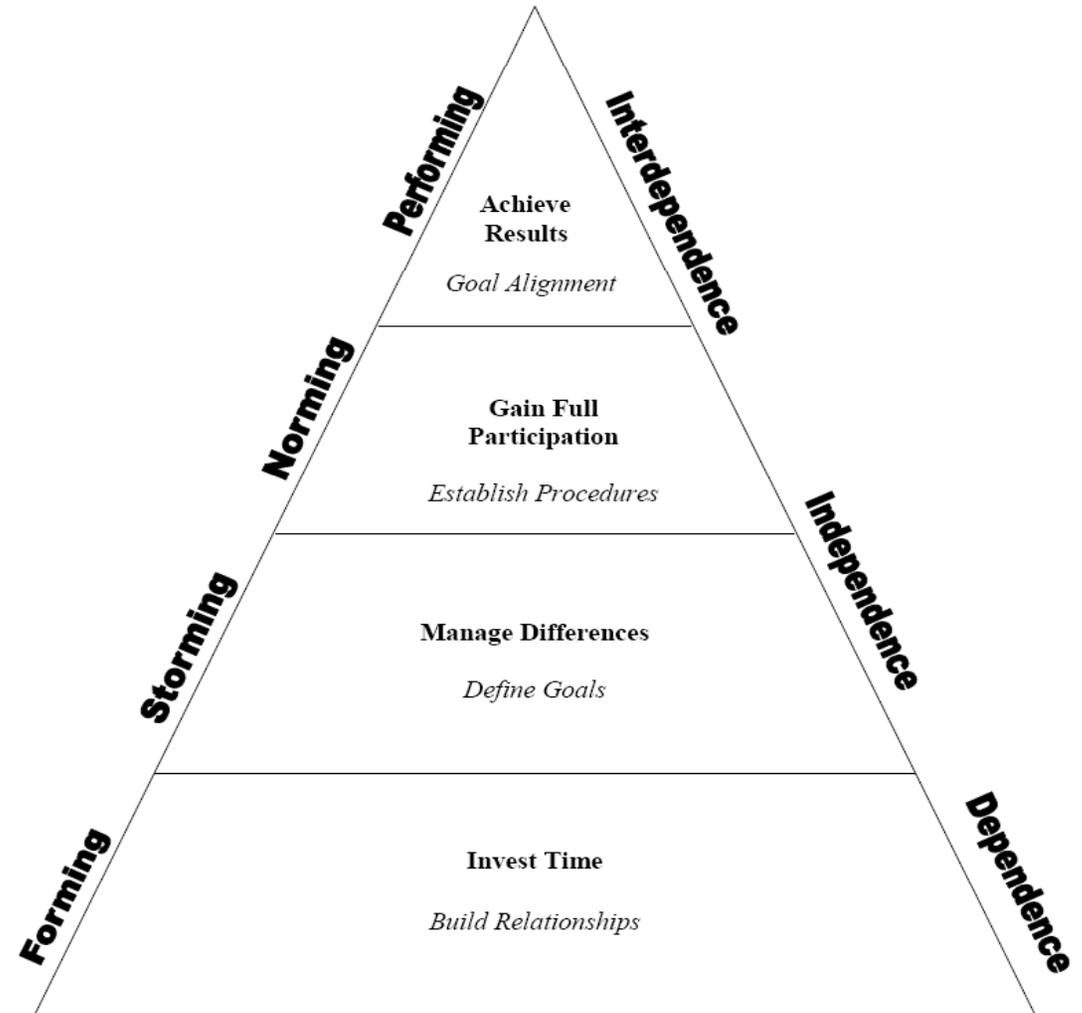
# Challenges to Teamwork



- ❑ Communication (poor, or non-existent)
- ❑ No Common Goal
- ❑ Unclear Purpose
- ❑ Personality Conflicts
- ❑ Unclear Expectations

# A Model For Guidance

- Tuckman Model
  - Linear progression
  - Emphasis on Form
  - No guarantee to reach top



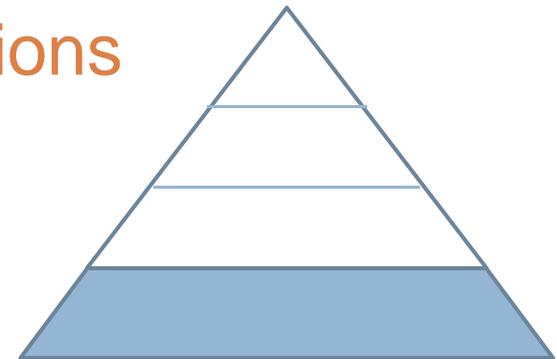
# Forming

- ❑ Characterized by politeness
  - ❑ Superficial conversations
  - ❑ facades
- ❑ Individuals at work
- ❑ Lack of trust

Ideas for advancement:

Activities together

Upfront discussions of expectations



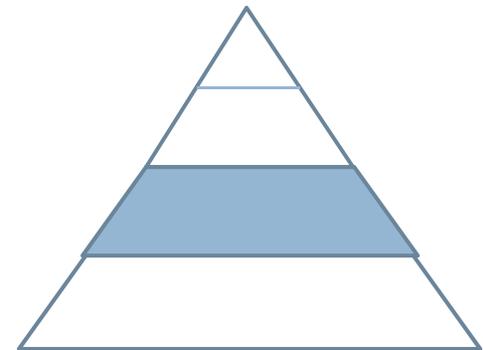
# Storming

- Characterized by conflict
  - ▣ Disengagement
  - ▣ Eye rolling – blaming – name calling
- Cliques form/Isolation

Ideas for advancement:

Resolve the conflict productively

Use feedback

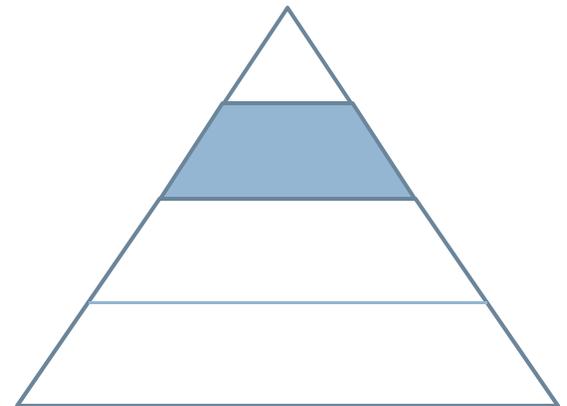


# Norming

- Characterized by productivity
  - ▣ Recommitment of team members
  - ▣ Focused on tasks
- High levels of trust

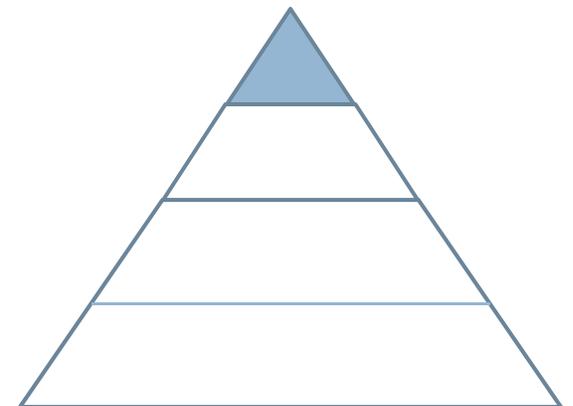
Ideas for advancement:

Increase efficiency  
SWOT analysis



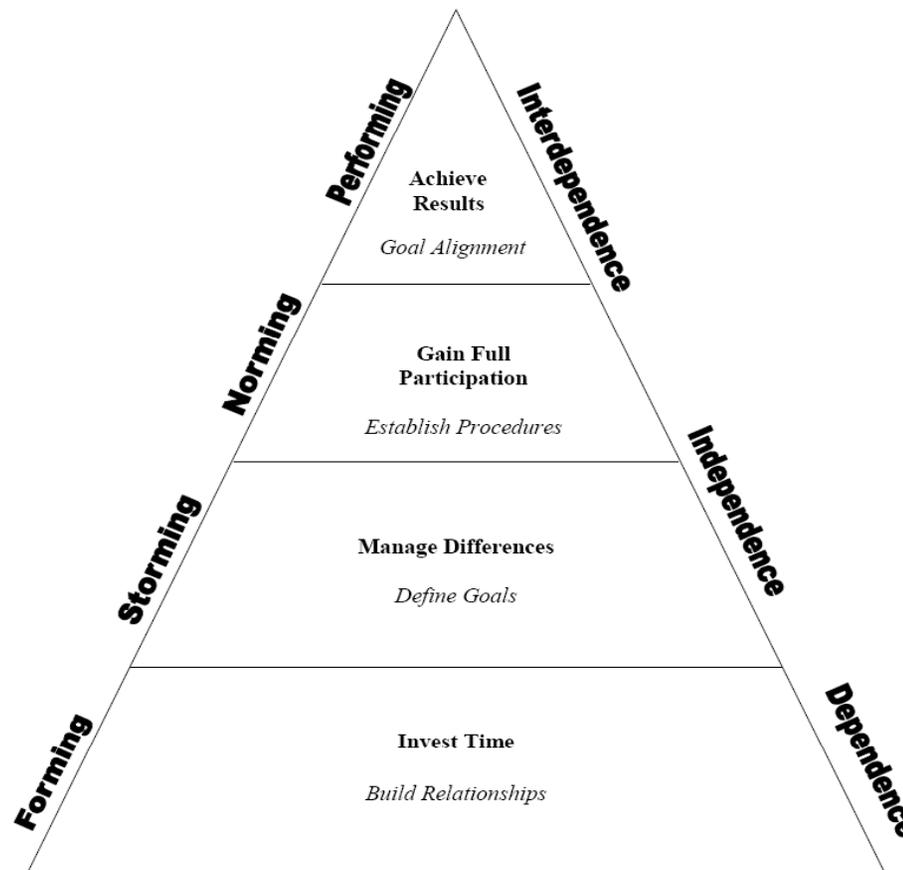
# Performing

- Difficult to reach
- Characterized by dynamic adjustment of roles
  - ▣ High levels of trust, motivation and empathy
  - ▣ Little waste



# Adjourning

- Will look different, depending on when the team separate

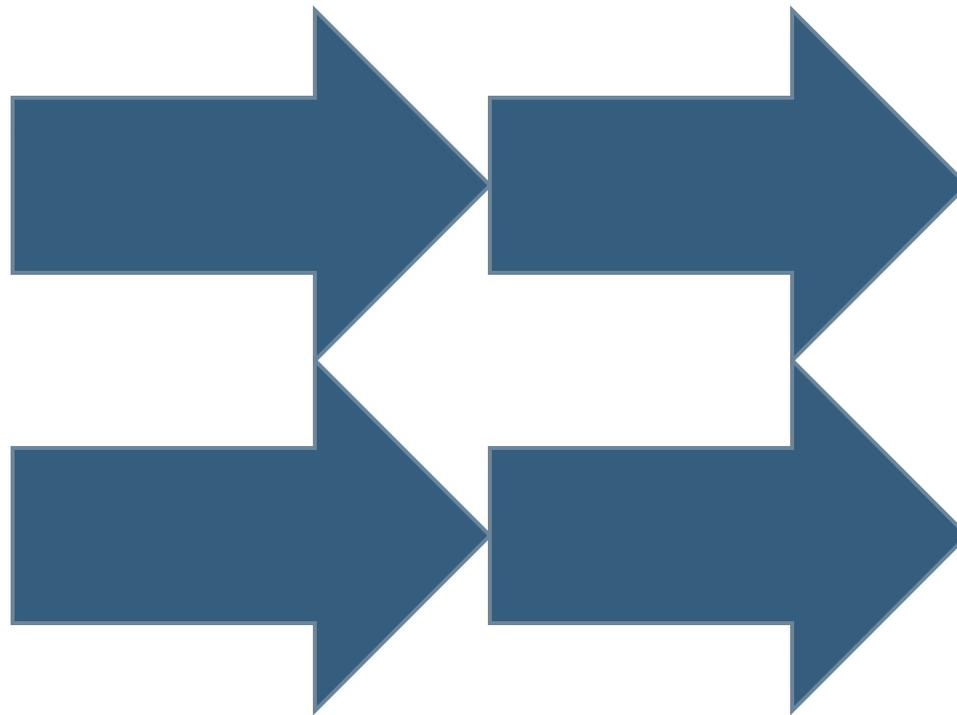


# Can you put it to use?



Use the provided materials to create 5 arrows of equal size and shape.

# A Solution ...



# In Summary:



- Teamwork takes work.
  - Invest in getting to know each other first
  - Agree upon expectations and roles upfront
  - Manage conflict to a positive outcome

# Questions?