Discussion Topic for the Team Member's Performance in a Group Project

Student Name:

University:

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# Introduction

A group project was undertaken by a team of 5 members. This purpose of this report is to evaluate the team's performance on the group project that was recently handled. It highlights the key roles of each team member and how they set up goals and how effective were they in accomplishing their goals and what made them to drive their good performance.

# Discussion

## 1. Team Members

The group project was undertaken by a team of 5 people. Their names are Ashley, Ben, Charles, Doug and Elena.

## 2. How well did your team set goals up front?

Gathering target setting engages a gathering to illustrate what involves essential results for them. Every one of the partners are related with agreeing what results they have to achieve the more committed they are most likely going to be to achieving them (Riddle, 2016). Getting musings and obligation at a starting time pays in the more drawn out term. Subsequently, the group met up as a successful unit significantly more immediately when they had a testing and important objective that they are focused on accomplishing. The team divided the work according to their own expertise and they set a target to achieve that goal.

## 3. How well did your team established norms, values, roles, and accountabilities?

Team members tend to work in an effective way when their tasks are set. They understand what tasks needs focus and how to proceed with them. Each team member understands the significance and estimation of the group's focal goals and perceptions (Team Goal Setting, n.d.). Every one of the partners had presumed that they would keep up a Google spreadsheet in which they would keep up the record of their step by step endeavors so as to help their time and work tries. This has helped the team build a strong rapport by respecting each other's role and tasks and these obligations improved their potential, as does the consolidation of "broaden" goals that has helped played a major role in sticking to values and ethics and still being accountable for their actions.

## 4. To what degree did your team move through various stages of team development (forming, norming, storming, and performing)?

To my surprise, the team did pretty well through all the stages of development. As they were all introduced to each other, they started with formal induction and then they talked about their roles and what were the areas of their expertise and how they can perform in a group project when assigned with a task of this project. They also discussed about the inputs and brainstormed various ideas how to implement them in the project to enhance their project delivery.

Forming: The gathering had as of late been introduced and everyone is too much gracious and superb. As the people adapts themselves, occupations and then duties are assigned to every team member. Every team member gets to know each other to make associations and appreciate the roles that they have in the group (Stein, n.d.).

Storming: While discussing the various ideas, personalities may collide to develop a difference of opinion. Team members will have contrasting ideas as to how to accomplish a goal and can voice their issues if they feel that some better option can be made available for the goal. They even examined the views of other team members thoroughly by putting up criticism. In this way, one may resolve the conflicts as they arise.

Norming: At this stage, members are now used to knowing each other's point of view and the conflicts settle down by reaching a common view point. Different issues that arise in the beginning start to die down into an indent. Every team member contributes and they empower themselves as a strong unit.

Performing: Finally, each team member knows the final goals and they are motivated with the task at hand and that no supervision is required for them now and they can work on their own by depending on their team members for help. All members have a good understanding at this stage and they work to achieve high-performance targeted goals.

## 5. How effective were your meetings? Explain.

A compelling gathering fills a valuable need. This suggests in it, you achieve a perfect outcome. For a social occasion to meet this outcome, or objective, you should be clear about what it is (Running Effective Meetings, 2018). This really boils down to three things:

* They achieve the social occasion's objective.
* They take up a base proportion of time.
* They leave individuals feeling that a sensible system has been sought after.

Some of the meetings conducted were not that effective but mostly, in all meetings, all the team members put in their thought and ideas and discussed about the objectives to be setup and the plan of action in order to achieve the weekly target. They discussed questions like: How would we best dispense shared assets? How would we diminish reaction time (Developing and Sustaining High-Performance Work Teams, n.d.)?

## 6. How well did all team members participate? Explain reasons for participation and nonparticipation.

All the team members actively participated in the meetings conducted. However, the agenda was to be decided by beforehand by the member who conducted the meeting. In doing so, we made sure that nobody felt disinterested. In the event that you need your group to be occupied with gatherings, ensure the motivation incorporates things that mirror their necessities. To make sure that each team member felt equally constructive, each meeting was conducted by different team member each time (Schwarz, 2015). They all pitched in ideas and discussed about various outcomes and repercussions of different objectives. Some team members were not that active, not because they didn't want to but because it was their nature to be led by and not lead. So, these meetings made sure that every team member had something to give and decide upon and it was valued by all.

## 7. How well did your team handle differences of opinion?

On the off chance that everybody in your gathering considers and acts the equivalent, at that point for what reason do you have a gathering? The advantage of working in a group is that you approach different encounters, aptitudes, and sentiments that aren't conceivable alone. Each colleague was available to thoughts proposed by individual partners which made it simpler to convey. Once in a while there was an irreconcilable situation yet the senior individual from the group oversaw it calm well by open correspondence in group which prompted organizing and a consideration of their ability to look into the problems straightforwardly. The best way by which the team has held the difference of interests or opinion is by reliability to encourage the other team members, by keeping up interest and promoting participation (Mattson, 2018).

## 8. If you were to start the project over again, what three pieces of advice would you give to your team to drive higher performance?

To work adequately, a group likewise needs:

* A significant sentiment of course and obligation to the gathering's people and to the mission.
* Shared obligation and an unquestionable perception of people's obligations to the gathering and individual responsibilities.
* A contrasting extent of dominance that supplements other partners' abilities and relationship and trust between people.

# Conclusion

The team, although with different personalities and ideas, worked well together to create a blend such that to achieve the desired outcome of the project and felt satisfied with each other performances and most importantly, their own performance.

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