



## Characteristics of Effective Teams

### Goals

Goals are an important part of effective team-building, yet not just the mere setting of them. The most efficient teams typically have goals that are clear, elevating, and realistic. It is integral that the team's goals motivate them to accomplish their goals, yet lay within the boundaries of reason. Setting unrealistic or unobtainable goals is a pitfall that typically leads to frustration among the members.

### Unified Commitment

In order to accomplish the established goals, team members need to feel a sense of unity toward their purpose. One of the most effective ways teams do this is through a motto or a slogan. The various cheers of sports and other athletic teams are a perfect example of this.

### Structure

Everyone in the team should be clear on what their role is. This does not mean consciously assigning roles, but members should have a sense of what their contribution to the team is. Also, keep in mind that members need to perform both task roles (getting the job done; working toward accomplishing the actual assignment) and maintenance roles (managing the team process).

### Collaborative Climate

It is important to maintain an environment that is both positive and supportive. Anyone who has been a part of a team can attest to how frustration can build over the assignment which in turn, can lead to clashes between team members. By maintaining a healthy climate, it is possible to avoid a scenario where group members are hostile and defensive toward one another.

### Competence

Having competent team members is an integral part of overall effectiveness. Unfortunately, we often have no control over who we work with; both in the classroom setting and in the work

environment. Do not become distressed; instead remember that there is some way in which every team member can contribute.

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