Importance of Trustworthiness for Individual Performances in a Team environment

In your workplace, or athletics building in a effective team matter is very important. There are four different types of theories that go along with team development. Also, through the four types of theories there are multiple ways in which you can help develop an effective team. Then within those teams there are ways in which you can enhance individual performances in a team environment.

There are four stages of group development, and those include forming, storming, norming, and performing. The main question you should ask your self when working with a group is. How am I going to get my team to work most efficiently and use the most time as possible? Which is when the four stages of team development come into play, these are the four essential stages that every team experiences when trying to get to a common goal. The first stage is forming. This is the stage of when you formally are introduced to one another for the first time and the group comes together to meet one another. In this stage work is not the main focus, you just want to become familiar with one another, get a better understanding of where each person is coming from. Plus, you do not really focus on the work aspect, you just want to build that basic relationship. Some outcomes that you would want to take away from stage one is first determine roles within your team, you want to know who's in charge of what and who excels at something that others might not. Basically, you want to know where everybody stands. Then determine a schedule, this will help your team be prepared for that day at hand, will also help them in knowing of what they should bring and what they'll be working on in that specific day. Then you should determine your outcome. As a team you want to know what you and your team is working towards. The next stage in team development is the storming stage. In this stage, this is where conflict and issue is high. Team members might get in negative arguments, and his stage leads to negative outcomes. In this this stage you will see people start to become leaders. They'll be the head person and be the main person to start to take charge. On this level you should start to get to know your team on a better more personal level, so each team member won't be afraid to speak their mind because your team and you are comfortable now. That is where your conflict might start to arise also. It is very key for your team to develop a couple things. First, they must resolve conflict resolution. If a group isn't able to over come the conflicts that they're facing this could be the end for your group, you could say this is the stage that your team eithers makes it or breaks it. Now the third stage norming. In norming once you see who comes out of the storming stage you get to see who made it. Once you get to norming all of your issues are going to be resolved, your decisions are going to made, and your leaders should have already been identified. Following that you and your team should start to come together to work towards your main goal. Also, during the norming stage, you will start to appreciate your teammates for their strengths. In this stage, you and your team will start to socialize and create closer relationships with one another. This is where you would want to create a team bonding experience. Such as bowling or the local arcade, you want to get a high team morale, and make everyone happy and focused. The fourth and final stage is called performing. This is the finish line of the stages. This is when you've come to your goal, the objectives are done, and everything's complete. Now the leader can start to focus individually on objectives, new tasks, and areas of improvement within your team. Also, as the leader you can start to separate roles, or create new groups within the team. Under the performing stage

the team morale should be pretty high but, this is when you should realize that when people leave or join your team there shouldn't be any disruption with the performance. Everything is already steady and there shouldn't be any problems. I guess you could say you're at the shining point.

There are many ways in which you can effectively build your team. Based on my research I believe that there are 5 main ways to be able to most effectively create the best team. The first way is through being open minded. Putting your whole teams' brains together won't build a good team, it will create problems. By smashing everyone's brain together could create arguments and nobody will accept criticism. So, by being open minded you and your team must accept criticism and new ideas from everyone. in the group. The next way in which you could build the best team is through having a good mixture of minds in your group. In your team you will need people who can inspire you and motivate you. Such as a coach or team captain giving his or her team a big speech before their big game. You will also need people in your team to be able to come up with new ideas, goals, and objectives. Let's say you're on a soccer team, and your team is down by two goals at halftime. Obviously, something is going wrong you would need your captain to step up and motivate your team but as well the other players on the team need to also step up to plan new ideas on how they should attack the second half. The third reason on developing an effective team is through trust. People work more effectively if they trust each other. What people do is perceive trustworthiness based upon the least trustworthy person in the group. Don't let that one bad apple spoil your entire team. The next step in through happiness. Create that good energy in your team that makes your team so great to work with. Because if everyone is happy and always has that good energy that can lead to a reduce in stress, boost in creativity, and a boost in communication. Lastly the last reason on how to effectively build your team is through goals and roles. When your teammates don't have goals, they will just not be motivated to do anything, and will just muddle through their day. If there are no goals in place how can you expect anyone to have any knowledge of what they're working for or means. If there's a bad situation at hand and your team has to adapt to unclear goals and roles that can lead to a problem. A clear goal efficiently provides instructions on your team can go from point A to point B.

Within each team there are many ways to enhance your individual performances. As we talked about before having goals is a big part in trying to push yourself forwards towards something. Setting team goals and individual goals can help your team perform better because it can push you or your teammates to your season goals. In example my goal for this bowling season was to average 200. But I'm currently not achieving that so that is pushing me to want to be better. The next way to enhance individual performance is through meetings and feedback. When I was on the high school soccer team our head coach would have one on one meetings with each player to see where their head was out for the season. During this meeting we would discuss what our goals were for the season, how he believed we could impact the team, told each player how he could become a leader within their position group and lastly he let us respond by letting us give our opinion on what we want to see captain the team, what kind of formation we should run, and the potential players to be involved In the varsity squad. This could be the same in the workplace. Such as you getting a new job, your boss might want to know how you could impact their organization and how could you be a leader in whatever role or department your trying to work for. This can enhance your individual performance because meetings and feedback from your coaches and bosses can give you knowledge what the future may hold and what you need to get done. It can also increase your individual performance by gaining trust of your higher ups to believe in you to be able to get you job done athletically of in

the workplace. The last way in which you can enhance your individual performance is through communication. Communication is key when it comes to working in a team environment. Communicating is important because it help you and your teammates understand that all of you are on the same page. It also allows you and your teammates the ability to be able to be productive and operate effectively.

In conclusion we discussed four theories, which included include forming, storming, norming, and performing and the process of getting through them as a group. Then we discussed specific methods that will help develop an effective team which include having an open mind, diversity of minds, trust, happiness, and goals. Lastly we discussed how to enhance individual performances in a team environment which included goals, communication, and meetings.