Teamwork

Team work is an essential skill that requires effort and practice. A recent survey of employers revealed 91% believe employees must be able to work well in team settings because they are “central to organizational success.” These employers recognize the success of the organization is related to the success of teams. As such, they expect their employees to demonstrate strong skills working in teams. Carrying this further, the teamwork skills you learn today, will serve you throughout your career.

**Remember:**

It is important to understand that not all groups in an organization are teams, but all teams are groups. Read over the following definitions to understand why this is the case.

**Group** – a number of individuals assembled together or having some unifying relationship.

**Team** – a group of individuals who come together to focus on helping one another to accomplish a goal or organizational objectives.

**High Performance Teams**—The more efficient a team, the stronger the likelihood the team can effectively accomplish their goals. Effective and efficient teams are not the result of luck but of intentional efforts by all of the team members. Teamwork requires that a number of components are present including individual motivations and goal directed efforts.

**Characteristics of High Performance Teams**

- Participative Leadership
- Responsive
- Aligned on Purpose
- Communicative
- Task Focused
- Problem Solving
- Shared Responsibility

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**Many students on campuses across the nation ask...**

Why do I have to work in groups in my classes?

Working with other students slows me down...

Some students don’t contribute fairly to the group...

Coordinating team meetings is a challenge; it is easier to work on my own...

Someone in our group rarely comes to meetings, and when they do come they are disruptive...

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Coming together is a beginning. Keeping together is progress. Working together is success.

~Henry Ford