



**“Incredible Practitioners to empower adults
with disABILITIES through
Education, Employment & Social Entrepreneurship”**

Teamwork

Teamwork is defined as: Co-operation between those who are working on a task. Teamwork is generally understood as the willingness of a group of people to work together to achieve a common aim.

To define teamwork it might also be worth clarifying what it's not, and thinking about the distinction between teams and teamwork. A team exists when individual strengths and skills are combined with teamwork, in the pursuit of a common direction or cause, in order to produce meaningful results for the team members and the organisation. A team combines individual strengths with a shared commitment to performance, it's not just about getting on well together.

Teamwork is absolutely fundamental for teams to work effectively. Only when the skills and strengths of individual team members are joined with shared goals, and a focus on collective performance, will you start to see the benefits of a team at work.





ERASMUS+

Project no. 2018-1-R001-KA204-049335



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To achieve success in teamwork, you need to establish regular and open communication lines and monitor how the group interacts. Learning to communicate effectively is not a simple process and does not require things from all sides. It is good to have weekly meetings where the manager is present to see how the team interacts with each other and to provide feedback on their achievements as well as how the team meets.

An effective team is one that has cohesion, to do this the team members must have the following skills:

Opening - Team members must be willing to know each other and open themselves to themselves, so they realize they all have different backgrounds and interests. This helps them to be more open to new ideas and different points of view.

Trust - Team members need to trust enough to feel comfortable sharing ideas and feelings. As this confidence builds up, team members learn to be honest and respectable in their mutual approach.

Respect - It is important that the team does not focus on whom to blame when something wrong happens but has to find out how to fix it and how to learn by mistake. Building feedback and mutual respect will help a team get results faster.



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Teamwork - Effective Teams

- **Shaper** – drives work forward and gets things done, has a clear idea of the desired direction of travel;
- **Implementer** – also gets things done, looking for ways to turn talk into action and generate practical activity;
- **Completer-Finisher** – focuses on completing tasks, and tidying up all the loose ends;
- **Coordinator** – manage the group dynamics, often in a leadership role;
- **Team Worker** – helps the team to work effectively by supporting personal relationships;
- **Resource Investigator** – gathers external resources and information to help the team;
- **Plant** – generates ideas and creative solutions, not all of them practical;
- **Monitor-Evaluator** – good at critically assessing ideas and proposals, and at making decisions; and
- **Specialist** – brings expert knowledge to the group, not always necessary to effective functioning.





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One of the greatest characteristics of effective teamwork is the ability essential of business communication of the team members to pull together and offer an effective outcome. This leads to the knowledge that they find that together they can do more than individually. Companies that have a strong teamwork environment, typically have more projects completed.

1. Dealing with Disagreements

With human nature being what it is, there are likely to be conflicts among team members, which they quickly learn to deal with effectively. In the end, it does not matter who is right, what matters is that the completed task or project is completed in a timely manner.

2. Team Members Build Trust

One of the key characteristics of a strong team is one that trusts each other. In other words, if a team member says they can complete a specific piece of the project, the other members trust he or she will deliver. Team members that do not have trust for their teammates will not be very productive.

3. Commitment to the end Results

The team together shows a commitment to get the job done effectively. This is one of the important characteristics of effective teamwork. They have clear direction and everyone has their part to do in order to make the desired outcome complete. When a project is complete, the team feels a sense of pride and a further commitment to seeing future results.

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Working well in a team means:

- Working with a group of people to achieve a shared goal or outcome in an effective way
- Listening to other members of the team
- Taking everyone’s ideas on board, not just your own
- Working for the good of the group as a whole
- Having a say and sharing responsibility

A successful team is one where everyone’s unique skills and strengths help the team achieve a shared goal in the most effective way.

If you have good people skills you’ll make a good team player, and skills like communication and having a positive attitude make a team great.



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Teamwork is the key to succes!

Together evryone achieves more!

Teamwork divides the task and multiplies the success!

