Teamwork: Collaborating Effectively

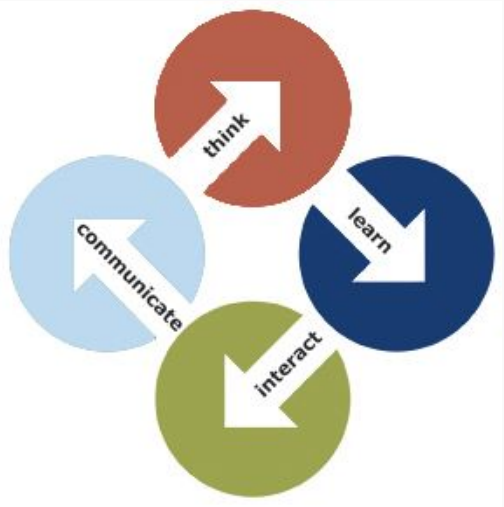
UC Merced
Students Assessing Teaching and Learning (SATAL)

Pre-Survey

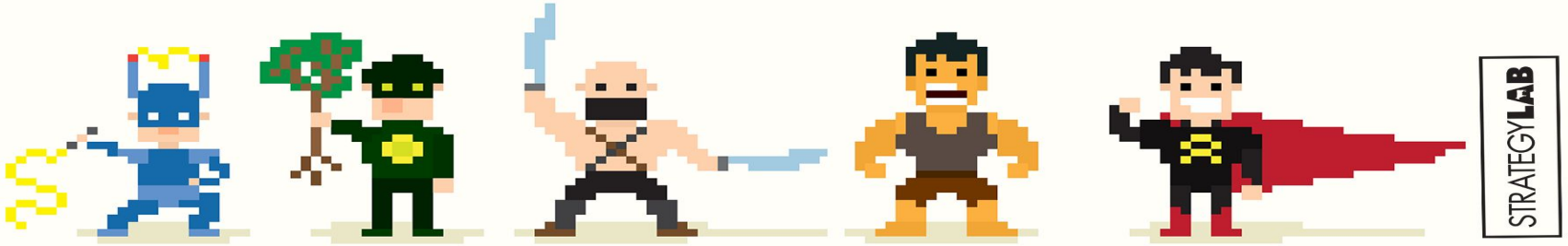
- How open are you to working in groups?
  - Please complete this survey individually.

Presentation Outcomes: You will be able to...

- Identify the values of teamwork
- Outline teamwork pros and cons
- Assess assignment worksheets & forms



EVERYONE HAS A SUPERPOWER



WHAT'S YOURS?

STRATEGYLAB

Share your team action plan with the class!

Teamwork is a Life Skill

Lead Recruiter: “**You will lead and motivate a team** of direct reports to achieve amazing performance goals. **You'll work closely with the executive management team** to set and develop business strategies... You will use your strong **communication skills** to tell rich, meaningful stories using data and influence decisions. **You will develop strong relationships across the organization, working collaboratively with clients, peers and key leaders** to drive results for your team, the department and clients.”

Teamwork is a Life Skill

- Other Examples:
  - Sports
  - Medical
  - Any other?

PROS

- Increase confidence
- Promote discussions and diversity in ideas
- Help students become more comfortable asking for help
- Increase understanding through help from peers
- Improve effective communication skills
- Teach students to organize groups and manage their time
- Help develop conflict resolution skills

CONS

- Social Loafing
- Scheduling meetings issues
- Meeting deadlines
- Conflicting personalities
- Dominating group member/s
- Coping with distractions

CONS: Social Loafing

- Occurs when certain members of a group get by with less effort than what they would have put when working alone.
- Two common manifestations are:
  - "Free rider effect" where some members do not put in their share of work under the assumption that others' efforts will cover their shortfall, and thus cause ...
  - "Sucker effect," where the other (fully performing) members lower their efforts in response to the free riders' attitude.

CONS: Social Loafing

How would you resolve social loafing situations?

Activity Log

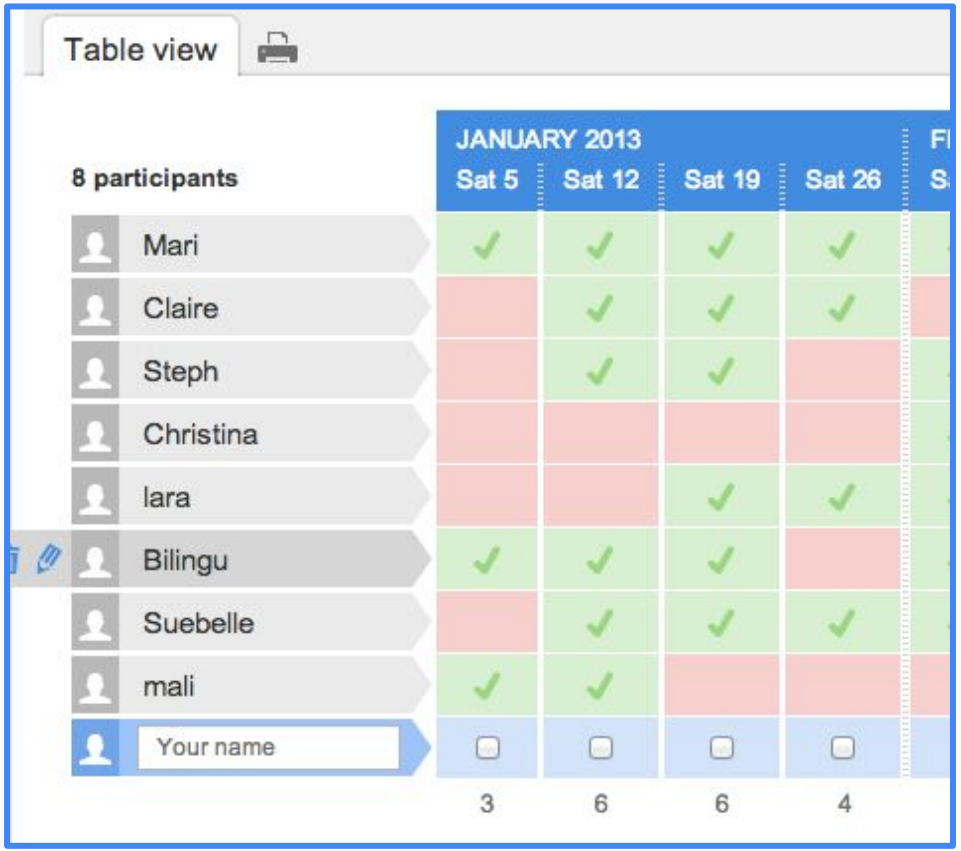
CORE 1 QUANTITATIVE #2 ACTIVITY LOG

In working on the assignment, each team member must keep detailed records of the group's communications, tasks (individual and collaborative), and meetings, and submit his/her copy of this ACTIVITY LOG with the completed assignment. Attach additional sheets as necessary.

Time/Date	Team Member(s)	List & Description of Task(s)

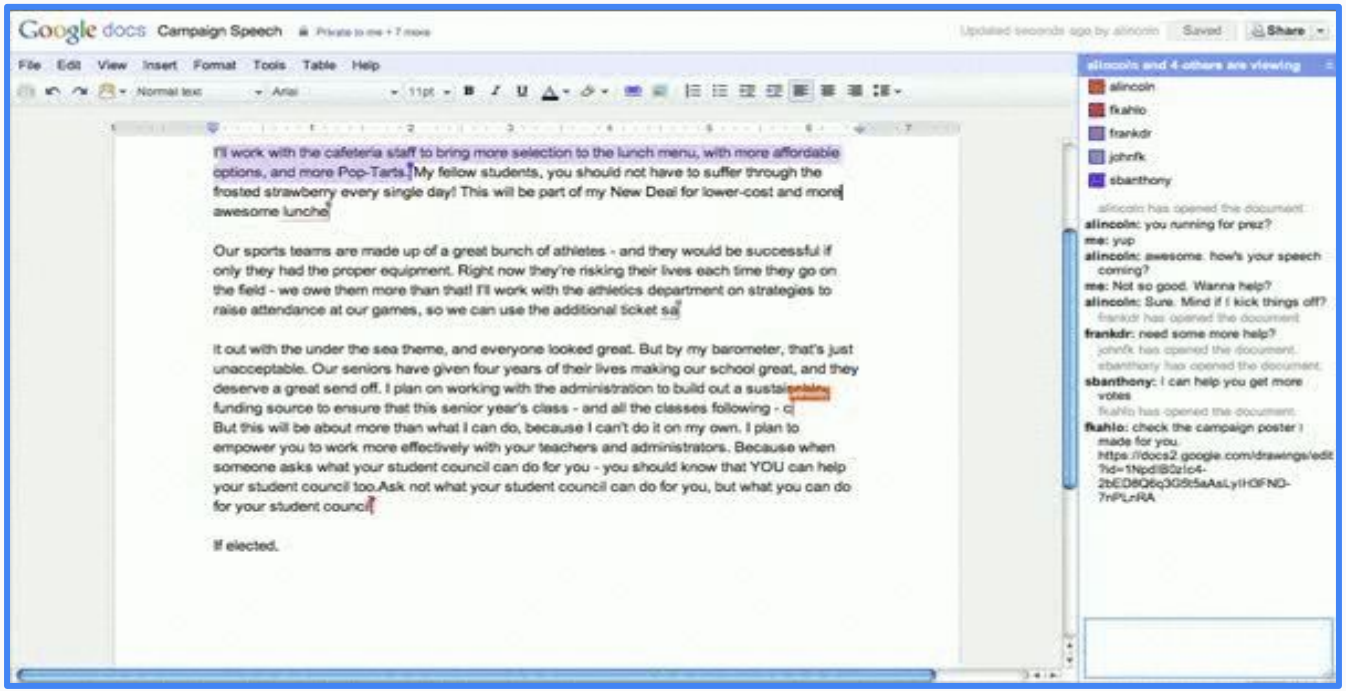
CONS: Scheduling Meetings

How would you resolve scheduling meeting issues?



Doodle & Whenisgood Scheduling

How to Use a Google Doc



Group Strengths

- How does each member's education benefit the group?
- How does each person's skills benefit the group?
- What experiences do we all bring to the table?

SATAL GROUP STRENGTHS

SKILLS:
Brianna: Public Speaking, Health Education, Marketing
Valezka: Quantitative Research, Time Management, Interviewing

• Group member being rated: SELF

Rate each of the following on a scale from 1-5 (with 1 being low and 5 being high):

1. Contributed their equal share to group projects _____
2. Adhered to the agreements outlined in the group contract _____
3. Contributed to my development as a writer/college student _____
4. Offered inventive/important insights _____
5. Contributed to researching the project _____
6. Contributed to writing the project _____
7. Was supportive of group activity _____

TOTAL **/35**

Comments:

Self & Group Assessment

Teamwork

- Teamwork is behaviors under the control of individual team members.
  - Effort they put into team task
  - Manner of interacting with team
  - Quantity and quality of contributions they make to team discussions.

Post-Survey

We understand there is a lot of value derived in working in teams…
"Group work is a **life skill**."

How open are you to work in groups?

- Please complete this post presentation survey individually. We'd like to gather your honest opinion. Only summary results will be shared.

References

- Barkley Elizabeth F., Cross K. Patricia, Major Claire H. (2005). Collaborative Learning Techniques. A Handbook for College Faculty. Jossey-Bass: San Francisco.
- Johnson, David W., and Johnson, Roger T. (2009). An Educational Psychology Success Story: Social Interdependence Theory and Cooperative Learning. *Educational Researcher* 38: 365.
- Mills Barbara J. Enhancing Learning- and More! - Through Cooperative Learning. Idea Paper #38.
- Tomcho Thomas J. and Foels Rob. (2012). Meta-Analysis of Group Learning Activities: Empirically Based Teaching Recommendations. *Teaching of Psychology* 39: 159.
- "Google Career Listing." *Google Careers*. Google. Web. 8 Apr 2014. <https://www.google.com/about/careers/search/>.

THANK YOU

SATAL Group Strengths

EDUCATION:

Brianna: History, Anthropology

Valezka: Sociology, Philosophy

Jose: Computer Science and Engineering

SATAL Student Resume

EXPERIENCES:

Brianna: Community Outreach, Community Education

Valezka: Research Methods, Professional Writing

Jose: Stuff

Review Your Responsibility

- In your group, reassess the team plan:
  - What will you keep and change?

Proposed Roles & Responsibilities

Carefully examine the assignment and determine ways to "divide and conquer" the task, in terms of specific categories of information and analysis for which the assignment asks.

Team Member **Research/Reporting Areas**

Proposed Report Composition

Who will be responsible for drafting specific parts of the report? And/or, will the team draft all parts of it together?

Group Resume

- First, come up with a team name for your group.
- Take 8 minutes to complete the group resume by collaborating with your team members.

Team Name:

Meeting Location:

Group Member Names: Contact Information:

Objective

What does the group believe the purpose of this assignment is?

•

Education

How will your major/study of interest help you succeed in your role?

•

Skills

What particular skills does each group member have that may be applicable to their role?

•

Experiences

What are some experiences group members have had that make them more suited for their role?

•

“Collaborative Learning Activities”

●*Collaborative learning (Johnson & Johnson, 1988) is an instructional method characterized by the following traits:*

●**Positive interdependence:** Team members need one another to complete their task.

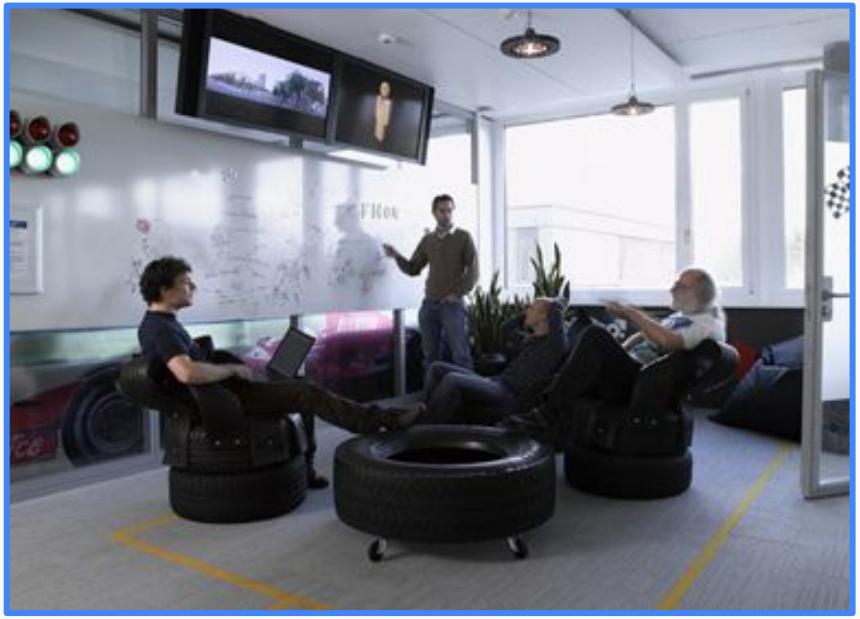
●**Individual accountability:** Each team member is responsible for a certain part of the task or fulfills a certain role. If someone is not doing his/her job, true collaboration is absent.

●**Social skills:** Team members must learn to handle conflict, argue constructively, and disagree without being disagreeable, etc.

●**Face-to-face interaction:** Team members physically work together, in a common space, to complete their task.

●**Group processing:** Team members help one another understand how learning occurred and how each team member contributed to completion of the overall product. Reflecting on learning is critical to real learning.

Teamwork is a Life Skill



Jobs at Google:

Visual Designer, Youtube: “As a Visual Designer, you work closely with Engineers and Product Managers to create products that are simple but great for the user.”

Software Engineer, Machine Learning, and Artificial Intelligence: “Machine Intelligence is a high impact team within Knowledge that’s building the next generation of intelligence and language understanding for all Google products.”