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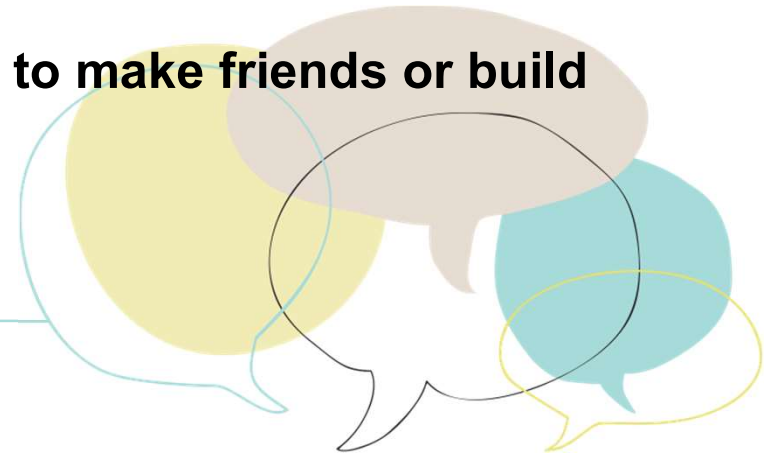


Teamwork skills for the Bachelor students of Economics

*Materials by Aalto psychologists, 2021.
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Agenda for today

- **Beginner's guide: how to complicate cooperation**
- **What makes a group?**
- **Stages of a group**
- **Own teamwork experiences**
- **BREAK**
- **What makes a great group?/Small group discussions**
- **Communication in a group**
- **What brings us closer together? (/How to make friends or build relationships)**
- **Take home messages?**

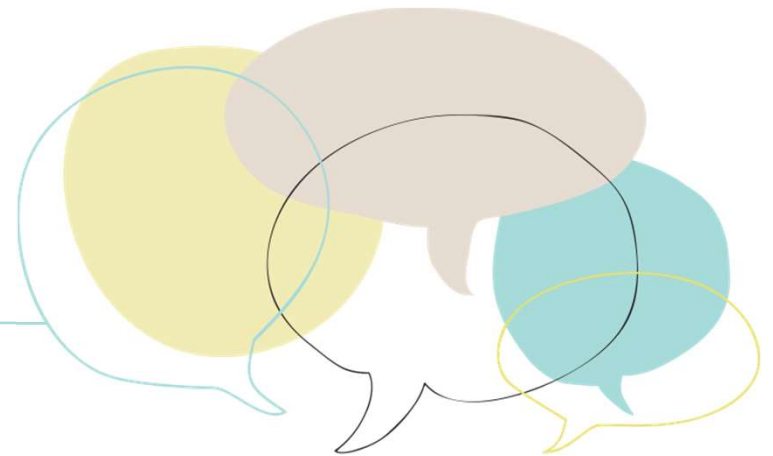


Beginner's guide to complicating cooperation...

You have 10 minutes to talk & write down in Flinga:

[Flinga - Beginners guide cooperation](#)

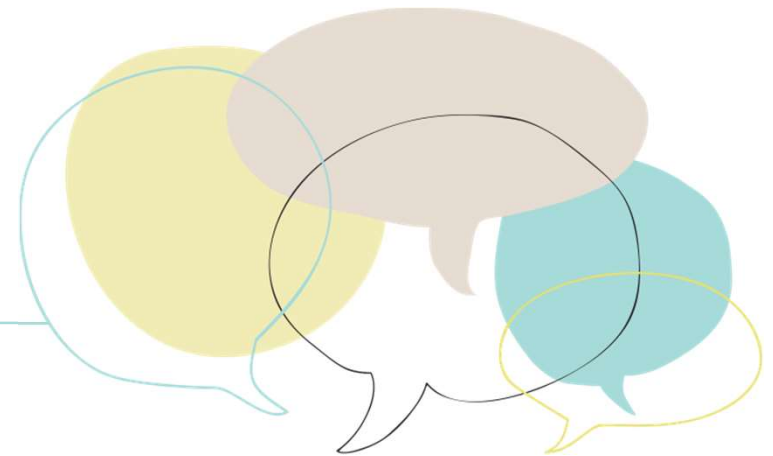
How to cause as much stress as possible for your group?

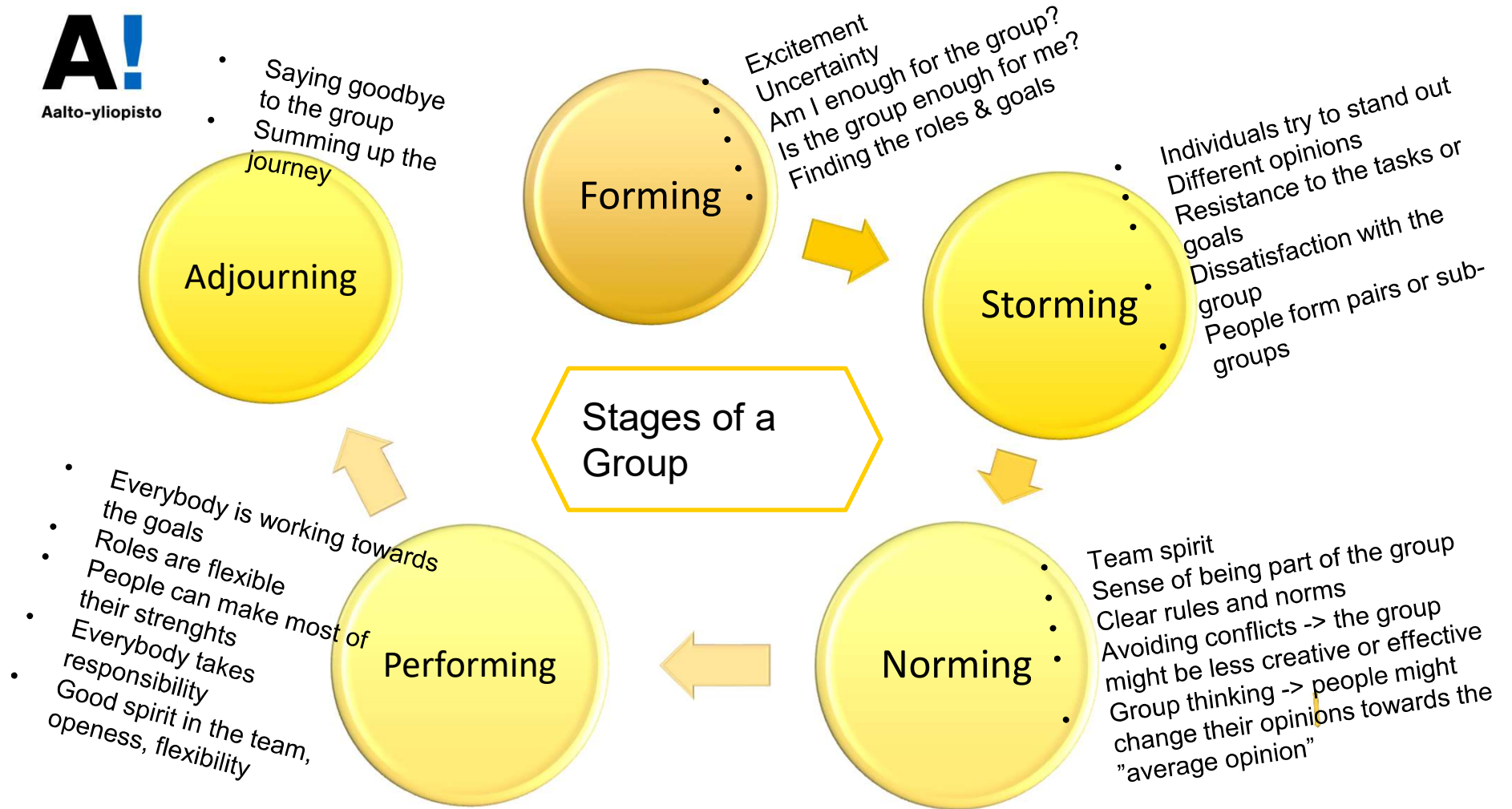


What makes a group?

- **Interaction**
- **Feeling of belongingness**
- **Interdependence**
- **Shared goals**
- **a group fulfills participants' needs**
- **Roles and norms**
- **Participants have an impact on each other**

(Johnsson & Johnsson, 1987)



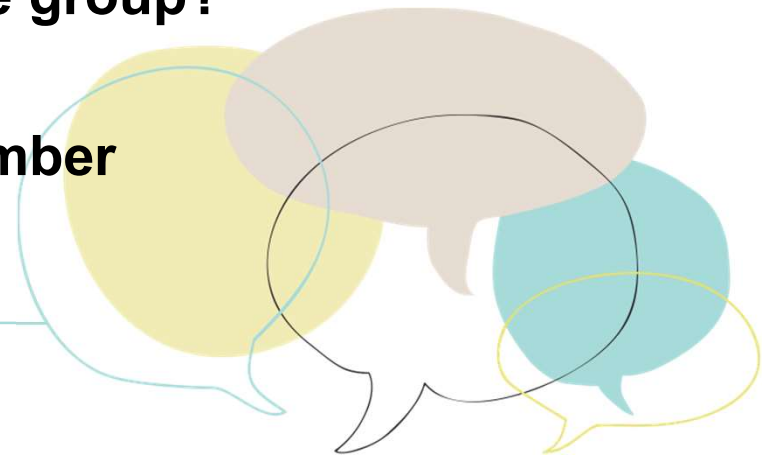


“I really liked being part of that group”

Think about the best teamwork/cooperation experience that you have had in your past.

Write about it for 10 minutes:

- What was the purpose of the group?
- How did the group communicate?
- What type of roles were there in the group?
- What made the group effective?
- What type of feelings do you remember having?



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Break



Small group discussions

Share your thoughts about the writing and Flinga exercises.

Try to figure out together what makes a great group?

Prepare to share your top 5 keywords via chat.



What makes an effective group?



Shared and accepted goals



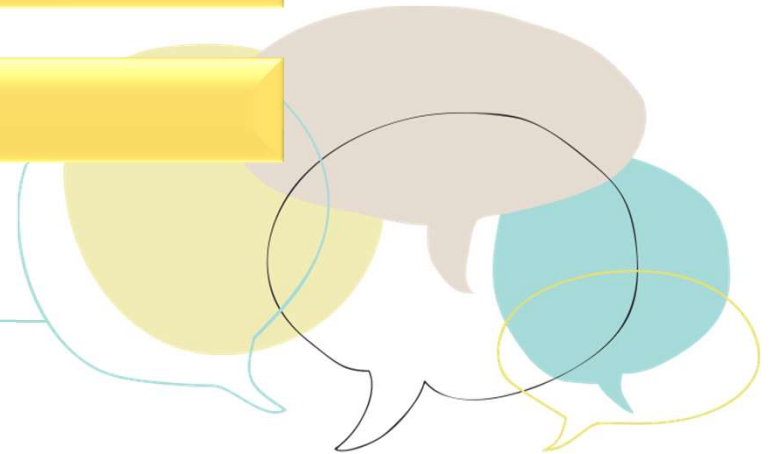
Roles and tasks clearly defined



Interaction, communication



Resources, schedule



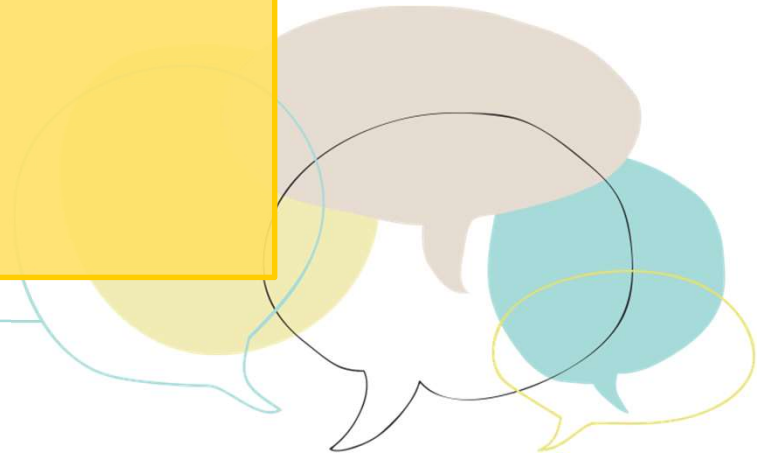
Communication in a Group

Task-oriented Skills:

- Communicating thoughts clearly
- Defining and analyzing problems
- Asking for specifications and reasons
- Finding and evaluating options

People-oriented Skills:

- Listening
- Showing empathy and support
- Creating good team spirit
- Encouraging others
- Solving conflicts





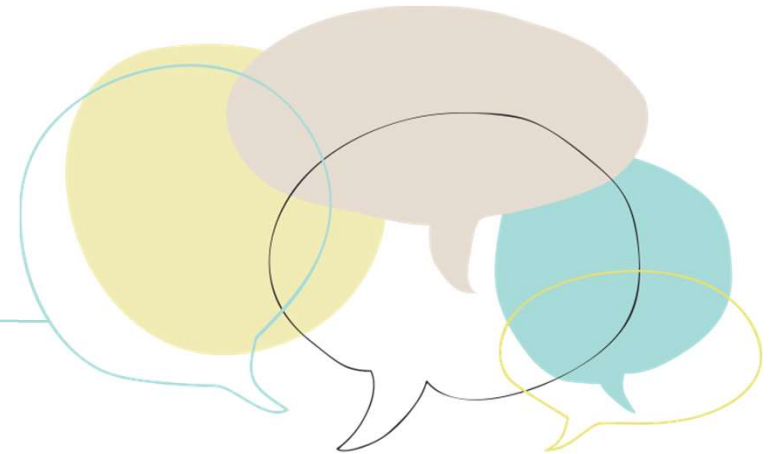
**We all
want to
belong &
fit in**



What brings us closer to each other? 1/3

- **Positive interaction:**
 - **We evaluate other person's reactions towards our opinions and try to find mutual interests**
-> feeling of control
 - **Acceptance and warmth** -> feeling of belongingness
 - **Repetitive interaction** -> feeling of familiarity

(Smith & Mackie, 1995)



What brings us closer to each other? 2/3

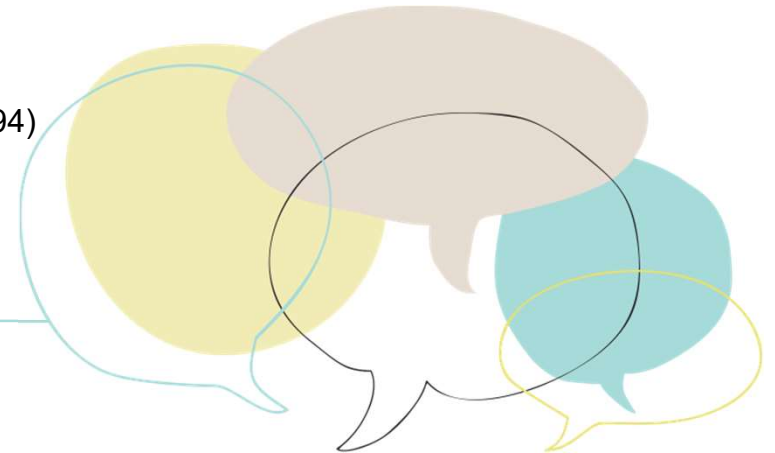
Openness:

(a) People who engage in intimate disclosures tend to be liked more than people who disclose at lower levels. They are also seen as trustworthy, friendly and warm.

(b) people disclose more to those whom they initially like

(c) people like others as a result of having disclosed to them. (Collins & Miller, 1994)

'vulnerability is courage in you and inadequacy in me'. -Brené Brown

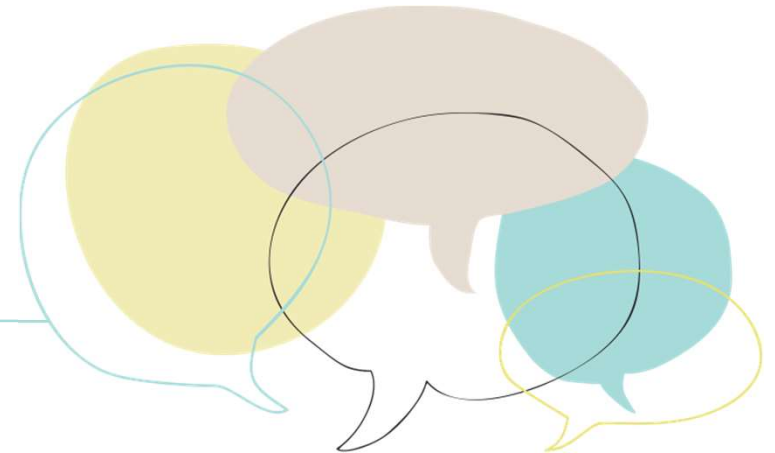


What brings us closer to each other? 3/3

Asking for help/advice

- Improves resilience
- Gives the helper a chance to feel themselves important
- Benevolence can be seen as one of our core needs

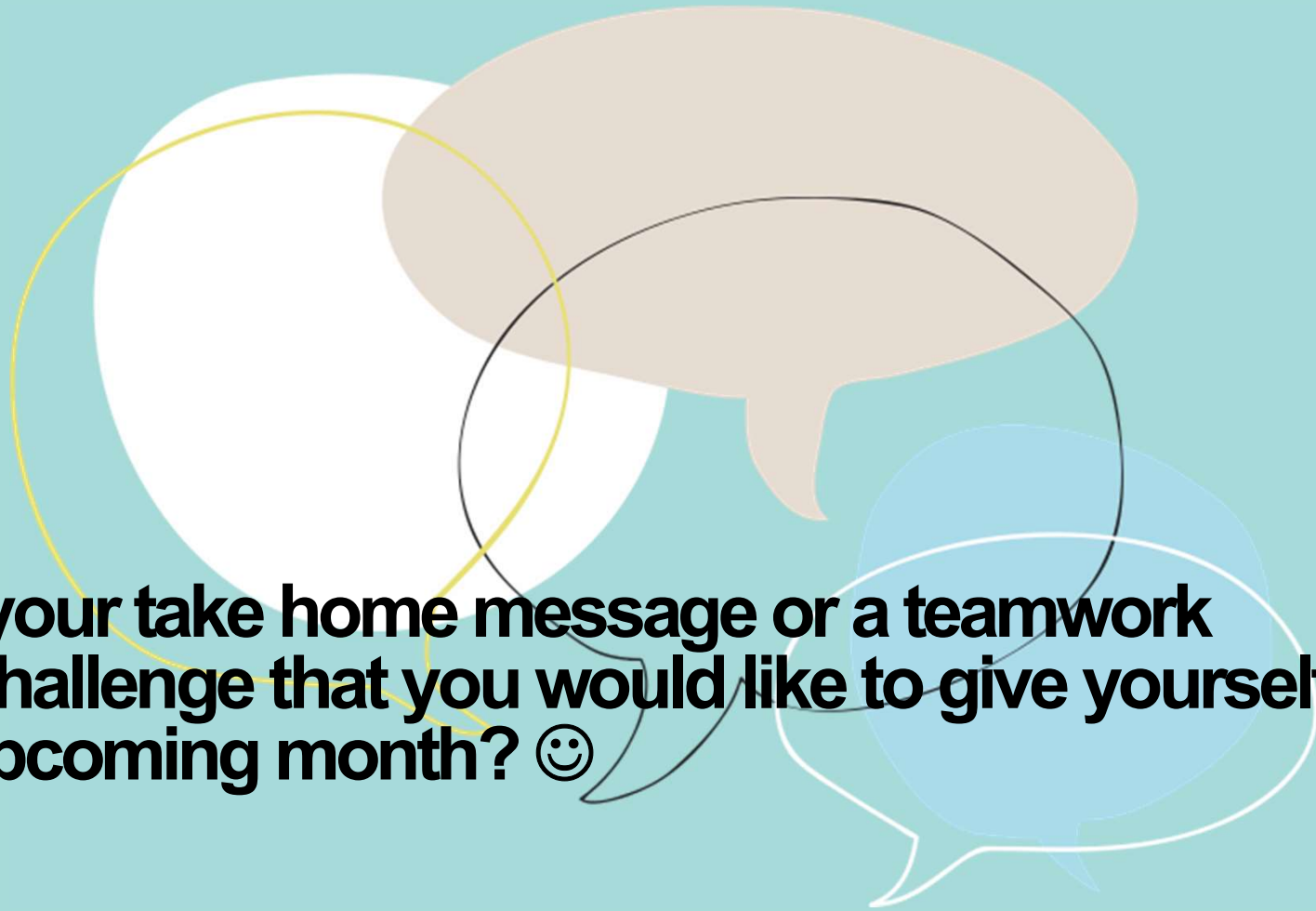
(Martela & Ryan, 2015).



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What is your take home message or a teamwork related challenge that you would like to give yourself for the upcoming month? 😊



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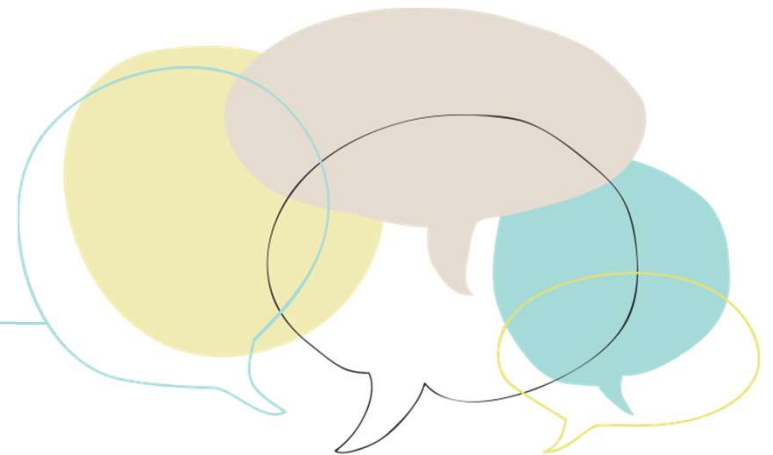
Thank you!

The image features three overlapping speech bubbles on a teal background. The largest bubble is white with a yellow outline. A smaller beige bubble is positioned above and to the right of the white one. A blue bubble is located below the beige one, with a white outline. The text 'Thank you!' is written in a large, bold, black font across the bottom left, partially overlapping the white bubble.

Further knowledge:

How to give feedback in a team:

[I like I wish | A Facilitated Team Feedback Session Method](#)



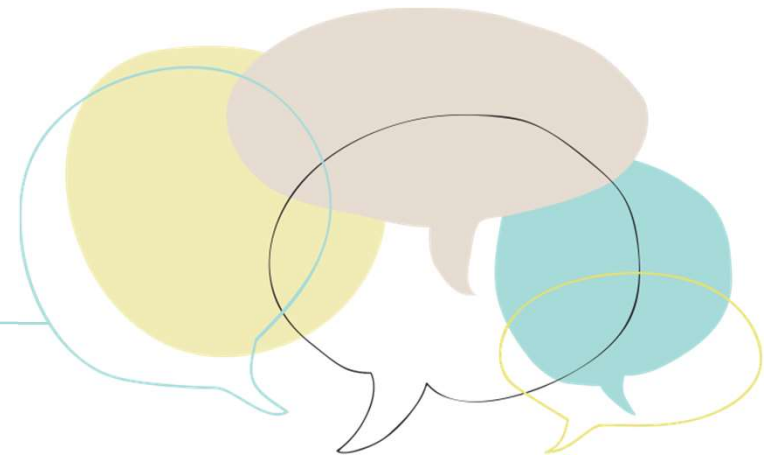
Some Guidelines for Good Interaction

Trusting

- Sharing information
- Giving away control
- Inclusive language

Solving conflicts

- Looking at the problem from different angles may be useful
- Talk about facts, avoid blaming anyone
- Figure out everyone's needs and goals
- Look for a win-win situation



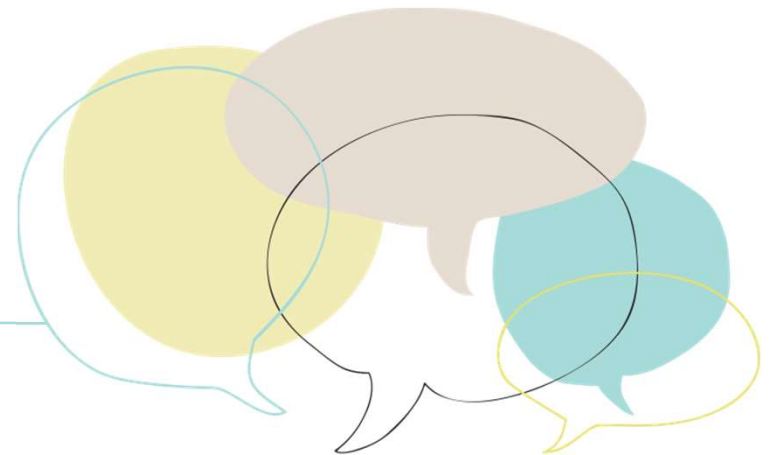
Some Guidelines for Good Interaction

Respectful Engagement

- Conveying presence
- Being genuine
- Communicating affirmation, expressing recognition
- Effective listening
- Supportive communication: specific and descriptive communication, requests rather than demands

Task Enabling

- Teaching & helping others
- Altering the process, timing or substance



Constructive interaction a key factor in remote teams seeking solutions to societal problems

- Successful remote teams verbalize their thoughts and soften one's own message using interactive means that others can easily join.
- The teams also made sure that nobody is sidelined in a discussion.
- Strong expertise for the future is more than deep knowledge of one's own field, it is also an ability to have a conversation with other experts and participants.
- For the team to advance to a concrete conclusion in the allotted time, an individual member of the team would occasionally need to let go of their own idea and point of view.

(Rekonen & Jalonen, 2021)



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Why it's good to ask for help (innerdrive.co.uk)

[Kohti viheliäisten ongelmien ratkaisemista – ongelman monipuolinen ymmärrys ja yhteinen suunta monialaisissa tiimeissä - Sitra](#)

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