

# DIFFERENCES BETWEEN A TEAM AND A GROUP

## Definition of a Team

- \* A team is a group of people working together for a common goal. Success is measured. Each team member has a role and function.

## Characteristics of a Team

- ✚ A team can involve as few as two people.
- ✚ A team is not a mere aggregate of individuals.
- ✚ A team success depends on the interdependent and collective efforts of various team members. There is shared responsibility by team members
- ✚ Team members are likely to have significant impacts on one another as they work together.
- ✚ In a team, members have a sense of ownership, and so demonstrate a commitment to its work or cause.
- ✚ Team members work in an environment of trust and so share ideas and opinions; respecting the views of others.
- ✚ Team members accept that there is a team leader sets the standards and who has the authority.
- ✚ Team members participate in the decision making process.
- ✚ Team members are practice open communication.
- ✚ Team members work to resolve difficulties or conflict where these arise.

## Definition of a Group

\*A group may be a combination of people who have a common interest.

## Characteristics of a Group

- ✚ Groups are composed of people who recognize each other as members of their group and can distinguish these individuals from nonmembers.
- ✚ The purpose for the existence of the group can be lost to some of its members.
- ✚ In a group, there is a tendency for the focus to be placed on an individual or individual members.
- ✚ Some members of the group tend to feel that they are excluded from the planning process.
- ✚ In a group, creativity is not always encouraged as members are told what to do rather than being asked what the best approach would be.
- ✚ Trust becomes an issue between group members where upon some members feel that they are not fully embraced, and openness and transparency can be questioned.
- ✚ In a group, differences in opinion or disagreement are considered divisive or non-supportive. This can lead to conflict.
- ✚ There is a tendency for some group members to identify with a set of group members.
- ✚ Where there are sub sets in the group, some members may or may not participate in decisions taken..