# Factors that Affect How Teams Work

There are factors in a team that affect and influence the team dynamics. When looking at your team, which of the factors below play the largest positive and negative roles?

You can use the chart below to rate each factor from 1-5 (1-factor has a negative effect to 5-postive effect) to note the degree each of these factors influence the work of your team. Again, complete this list individually and/or as a team. Discuss your findings as a team and where possible, note specific examples for discussion.

| Factor | What Does the Best Case Scenario Look Like? | Rating (1-negative, 5 - positive) |
|--------|---------------------------------------------|-----------------------------------|
| Team structure | Goals and tasks are clear, realistic and understood by all.<br><br>Goals and tasks are relevant to the needs of the team. | 1  2  3  4  5 |
| Commitment | Members are motivated and have an obligation to the goals and output of the team.<br><br>Members have a sense of belonging, affection for, and are supportive of team members. | 1  2  3  4  5 |
| Leadership style and function | Leadership functions are distributed.<br><br>Style is appropriate to the task.<br><br>Leader is open, sensitive to and values members' input.<br><br>Leader encourages feedback. | 1  2  3  4  5 |
| Decision-making methods | Decisions are made by the team following the participation of the entire team, using members' expertise.<br><br>Members are committed to the decision and its implementation.<br><br>Members regularly evaluate the effectiveness of their decision-making and their procedures and outcomes. | 1  2  3  4  5 |

| Members' behaviours | Members participate in a variety of roles. | 1  2  3  4  5 |
| | Members participate to enhance the development and the maintenance of the team. | |
| | Members are open, receptive and responsive to their team members' contributions. | |
| Interaction patterns | The team analyzes team communication and interaction patterns for strengths and weakness (e.g. lines of communication, distribution of participation, presence of subteams, size of the team). | 1  2  3  4  5 |
| Team cohesiveness | There is a degree of solidarity (e.g. team versus individual interests, conformity of members and acceptance of team norms). | 1  2  3  4  5 |
| | Cohesive teams have loyalty and a high level of inclusion, trust and support for their members and their goals. | |
| | Cohesive teams are stable teams. | |
| Power | Power can have a positive or negative influence that causes or prevents change. | 1  2  3  4  5 |
| | Positive influences can move members to cooperate and collaborate to attain individual or team goals. | |
| | Power sharing partnerships contribute to good team functioning. | |