

МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ
МІЖНАРОДНИЙ ГУМАНІТАРНИЙ УНІВЕРСИТЕТ



МАТЕРІАЛИ
МІЖНАРОДНОЇ
НАУКОВО-ПРАКТИЧНОЇ КОНФЕРЕНЦІЇ

ПСИХОЛОГІЯ ЖИТТЄВОГО ПРОСТОРУ
ОСОБИСТОСТІ В СУЧАСНИХ УМОВАХ
КРИЗИ, ГЛОБАЛІЗАЦІЇ ТА ЦИФРОВОЇ
ТРАНСФОРМАЦІЇ СУСПІЛЬНОГО ЖИТТЯ

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Факультет лінгвістики та перекладу
Кафедра педагогіки та психології

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TEAM BUILDING EFFECTIVENESS: A PERSONAL APPROACH

Team building is a complex and at the same time creative process that is essential for the effective functioning of an organization or institution.

The first rule of team building is surprisingly obvious - you first need to be a leader who can effectively manage a team. Effective leadership is built on trust with each team member, not on fear or power of one's position. An individual approach is promoted by following the following general rules: treating each employee's ideas as valuable; looking for opportunities to mediate and resolve even minor disputes; the importance of communication, explaining requirements; encouraging trust and cooperation; encouraging information sharing; delegating problem-solving tasks to the team; encouraging interpersonal communication; having and maintaining team values; setting rules for the team; using consensus-building and trying to reach consensus; and [3].

Personality-based team building methods, the so-called individualized approach, require that you first learn more about the person who is a team member. One way to quickly learn more about a person is to use a personality test. The Myers-Briggs Type Indicator (MBTI) is a recognized psychometric method that can be used to determine one of sixteen personality types. Thus, taking into account personality traits, more introverted team members can be given creative tasks, while extroverted team members can be given tasks that involve interaction between people. In an organization, the individual characteristics of team members will complement each other and play an important role in the effectiveness of the organization. Team building strategies that take into account the individual characteristics of the person who is a team member can help companies better appreciate what each person has to offer and increase the effectiveness of teamwork [2].

There are also factors that should be taken into account when solving team tasks. According to the scientific literature, the degree of interdependence between team members is important, because its severity affects group processes. Thus, most factors focus on the behavior of team members in performing tasks, the degree of their complexity, consideration of thinking processes, team productivity [5].

Studies of psychological contracts have determined that they can be transactional or relational, but transactional contracts relate to specific exchanges of limited duration, while relational contracts are more open and focused on relationships with specificity. Six dimensions of the psychological contract, which is closely related to personal control and emotional attachment, are important [5].

Researchers have found that the creativity of individual team members is interconnected with team creativity, which is influenced by the psychological climate in the team. The level of team creativity depends on inclusion in the team, on the enthusiasm for team processes. It is important to take into account time when concluding that team climate affects team creativity directly, not indirectly through individuals [4].

The value component, both personal values and the value of teamwork, is important, because people who choose it are characterized by an orientation toward interpersonal relationships and the values of the activity space in relationships. Their interaction space is characterized by a focus on relationships with colleagues, the expression of the values of communication and emotional support [1].

Thus, according to the literature, it is important to take into account the individuality of each team member when building a team in order to predict the results of work, the psychological climate in the team, the level of its innovation, sociability, value orientation, cohesion, and creativity.

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