

# TEAMWORK

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Teamwork

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### Introduction

Works environment needs some special time requirements based on the circumstances that may face an organization. At normal circumstances, an organization uses a group concept that divides organizations for developments, and each one of these departments focuses on its duties. However, on the other side, organizations face challenges that need a particular group to solve these challenges. It is called the team. Scandura (2019) explained teamwork is a small group of people that will focus on the distinct assignment for an organization upon on that. Any work team has different characteristics and traits based on the assignment that it wants to achieve. Even though each team is content different traits, any team depends on three dimensions at it is build up the type of assessment, the abilities and skills, and memberships(Yukl, 2013).

### The type of assignment

According to any team, the assignment has to be selected and clear what the team wants to achieve the point that it should finish. Therefore, the goal must be clear for all members' team. Also, the team should create the criteria of success for the assignment that will allow us to evaluate the team performance and make changes in the performance when the team needs to achieve the goal.

### The ability and skills

Work teams, in general, depend on The technicians of building the teams. Therefore, the skills that the teamwork should fit with the goal that the team wants to achieve. That indicates for a significant point that is the team does not contain good numbers, but it must contain good people for a particular goal. Therefore, the criteria for choosing the numbers have two dimensions. The first one is the character of the individual who will join the team and his skills, which will help the team at its goal.

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### Memberships

After the selected the goal and choose the people, it is time to create the work environment between the members' team. That means dividing roles and responsibilities between team members. Moreover, the team should find the shape of the relationships between the team members, for example, what the plan that applies to achieve the team goal. Also the team should find the Communications way between its members. These points will draw the characteristic of team and the style that the team will use. In other words, these will help to understand the roles and norms between members of the team.

### Conclusion

The building team is going through several stages. Each one of these stages depends on the other. The goal has to be selected to know which the ability and skills the team need for the assignment. Moreover, the team should have to produce its membership roles and norms to be able to get the highest benefit form members' skills. Therefore any leak of one of these stages would affect one the other stage, which will influence one the team performance. Thus it will affect the finishing goal which the team is established for.

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### References

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