

What Are Team Dynamics?

Worksheet

Team dynamics refers to the interactions, roles, and processes that develop within a group. Healthy dynamics require trust, clear communication, shared goals, and effective conflict resolution.

Questions

1. Which stage is characterized by conflict and jockeying for status?
 - A) Forming
 - B) Storming
 - C) Norming
 - D) Performing
2. High-performing teams have
 - A) No conflict ever
 - B) Clear goals, psychological safety, open communication, and trust
 - C) Strong authority figure making all decisions
 - D) No diversity of opinion
3. Psychological safety in a team means
 - A) No mistakes ever
 - B) People feel safe to speak up, ask questions, and admit errors without fear of humiliation
 - C) Strong rules to prevent problems
 - D) Manager always approves decisions
4. The 'storming' stage is
 - A) A sign the team will fail
 - B) Normal and necessary for team development
 - C) Avoidable if you hire the right people
 - D) Only for dysfunctional teams
5. A new project team starts politely. Week 3, disagreements erupt. What phase is this and what should happen?
6. A psychologist studies group polarization in isolated subgroups. What happens?
7. Sports team with high trust vs. low trust. What's the difference?
8. Define: What is team dynamics?
9. Define: Tuckman's four stages?
10. Define: Why is conflict normal in teams?

Answer Key

1. B) Storming - Storming is where conflict emerges as people compete for influence and clarify roles.
2. B) Clear goals, psychological safety, open communication, and trust - Performing teams have clarity, safety to speak up, and collaborative problem-solving.
3. B) People feel safe to speak up, ask questions, and admit errors without fear of humiliation - Psychological safety is trust that mistakes won't be punished - enables learning and innovation.
4. B) Normal and necessary for team development - Storming is universal and healthy; conflict helps clarify roles, values, and norms.
5. Week 1-2 (forming): polite, cautious, unclear roles Week 3+ (storming): conflict over priorities, status Manager facilitates discussion, sets norms, resets roles Team syncs (norming) and delivers excellence (performing)
6. Subgroups develop separately, no cross-talk Each subgroup's views become more extreme (echo chamber) Diverse, open teams with dialogue avoid this trap
7. High trust: players pass freely, cover mistakes, celebrate together Low trust: selfish play, blame others, no accountability Trust performance; low trust dysfunction
8. The interactions, communication, and processes that develop as members work toward a common goal.
9. Forming (polite, unclear), storming (conflict), norming (agreement), performing (mature, focused).
10. Conflict shows engagement and diverse viewpoints; it's healthy if managed constructively.

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