

Team Dynamics - one page summary

Cornerstones for being successful in running projects, independent on which project methodology that is used (Prince 2, Scrum, XP, ...):

- **Engagement:** strive for internal motivation as this is the most powerful and effective way to create engagement
- **Goal setting:** set difficult enough goals to inspire ourselves to reach new heights
- **Trust:** the basis for all relationships

Engagement (See Self Determination Theory)

Two types of motivation

- Internal motivation – behavior triggered by ourselves, e.g. kids playing, your hobby
- External motivation – behavior triggered by external factors, e.g., to make money.

Internal motivation is related to several positive behaviors, build an environment for internal motivation by ensuring

- Autonomy to make our own decision, if not on “what” then at least on “how”
- Knowledge to perform the tasks
- Relatedness to the other team members

Goals (See Goal Setting Theory)

Goals should be **challenging**, measurable, understood, limited in number, accepted by the team, feel meaningful, **rewarding** and require collaboration (for teams). Focusing on challenging:

- Challenging – the performance increases with goal difficulty up to a point when the goal feels totally unrealistic and the performance decreases drastically. The goals must feel difficult and realistic.

Trust (See e.g. “To Team or Not to Team” by Stefan Söderfjäll)

Trust in others is the basis for building and maintaining relationships with others, i.e., for all forms of collaboration. To build trust you must

- Do what is expected and what you say you will do (close say-do loops)
- Have high enough competence for the tasks
- Act in accordance with what is best for the team

Want to know more?

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