

Quiz

If you find that you ask yourself this question, "How can we foster innovativeness and creativity?" your team is most likely at **performing** stage.

Which of the following would you most likely see in the performing stage of team development? **Team members improving the competence of other team members**

Vince emphasizes the interpersonal aspects of the team. He focuses on assisting team members to feel good about one another. He is in a **Relationship-building role**.

Not wanting to make a serious judgment error, you convene a meeting of your team. In the process of discussing an issue, George, Barbara, and Dan voice agreement over alternative 1, whereas Bill and Morgan have not spoken. If you accept alternative 1, what potential mistake would you be making? **Illusion of unanimity**

If a team member is in a blocking role, what is she doing? **Inhibiting the team members from achieving the objectives of the team**

Which of the following behaviors is least likely to result in building credibility and influence among team members? **Being flexible and open about what the team should achieve**

As a team leader, Ginger's team has recently been assigned to develop a new product that is viewed as a risky assignment in her company. To build credibility, what is best for Ginger to do? **Express views with which her team members can agree, such as "We have a lot of diversity of opinion in our team regarding this assignment."**

Effective teams (1) function so well they create their own magnetism, (2) are interested in others' success as well as their own, and (3) devalue members who don't work cohesively with the rest of the team. Which statements are correct? **Only statements 1 and 2 are correct**

Lately, as team leader, you find yourself spending time answering team members' inquiries into the way the work has been organized. What should you do? **Encourage these inquiries to be turned into suggestions for improvement**

During a team meeting, Julie tells Eric that his behavior seems insensitive to the needs of the other members of the team. What kind of feedback is this? **Poor feedback. Julie's action has focused on inferences and judgments rather than observations and descriptions.**

W5 Solving problems analytically & creatively

- Tackle group assignment using the model below – step by step [do not just treat symptoms, find causes of those behaviours.] ←use diagram to brainstorm ideas
Factors in matrix: cost, time, ease of implementation
! we need to step into manager's shoes and start grading
Being inquisitive!
- In profile, clearly follow the model below!

An analytical problem solving framework [ishikawa/fishbone diagram → causal effect]:

S1. Defining the problem (be tolerant of ambiguity here – not restrict ideas)