**TEAMwork vs. TASKwork – The Peaks & Valleys of Teaming**

*An activity to highlight the important role group dynamics play in collaborations*

*For guidance on using this tool:* [*https://fl-rda.org/teamwork-vs-taskwork-learning-object/*](https://fl-rda.org/teamwork-vs-taskwork-learning-object/)

**PART 1**: List in the columns below what a high-performing team looks and feels like (at their “Peak”), as well as how a team struggling to cooperate looks and feels (down in the “Valley”).

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| ***Describe a team at “Peak” performance*** | ***Describe a team down in the “Valley”*** |
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**PART 2:** Use the definitions and examples of TEAMwork and TASKwork in the below table to tag the “Peak” and “Valley” characteristics of teams you listed in the prior table with the word “TEAM” or “TASK.” *(****Note:*** *Not all activities can be neatly sorted into the “TEAMwork” or “TASKwork” category. In some cases, activities may involve a close integration of both teamwork and taskwork. In these cases, include both labels.)*

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|  | **TEAMwork** | **TASKwork** |
| **Definition** | Attitudes, behaviors, and ways of thinking (cognition) required to function effectively in an interdependent team.  ***Attitudes*** *relate to your mindset and the way you view your teammates.*  ***Behaviors*** *are the actions and skills that support team interactions.*  ***Cognition*** *includes knowledge related to team members.* | What needs to be accomplished to meet the team’s goals and complete objectives.  ***Attitudes*** *relate to your mindset and the way you view efficacy in completing tasks and reaching goals.*  ***Behaviors*** *are the actions and skills needed to accomplish a task or goal.*  ***Cognition*** *includes knowledge related to how to do a task or what task needs to be done.* |
| **Examples** | * **Attitude** examples: feelings of trust (or distrust), perceived level of priority of the team relative to other work responsibilities * **Behavior** examples: how members communicate, how they deal with conflict, how they share leadership, how they are praised and rewarded * **Cognition** examples: knowing members’ roles and responsibilities, recognizing others’ expertise and experiences | * **Attitude** examples: confidence in the capacity of the team to implement the study design, feeling technology and other resources will meet the team’s needs * **Behavior** examples: activities of data collection and analysis, dissemination of results * **Cognition** examples: understanding the team’s overarching research question and objectives |

***Consider the acronym “ABC” for remembering the key components of TEAMwork and TASKwork!***

*(A = Attitudes, B = Behaviors, and C = Cognition)*

**PART 3:** Generate ideas related to the TEAMwork and TASKwork of a group, both for how to sustain a high-functioning team as well as for how to help a struggling team improve.

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| ***How will we keep this team at the top?*** | ***How can this team recover from declines?*** |
|  |  |

***Remember, the TEAM accomplishes the TASKS!***