

Group Cohesion and Team Building

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- 1) *Develop a Shared Vision and Unity of Purpose*
 - Team building comes from a clear vision of what the group is striving to achieve and is tied to commitment, collaboration, teamwork, individual and mutual accountability
 - A shared vision that has meaning and purpose creates synergistic empowerment
- 2) *Develop Pride in Group Membership and an Identity as a Team*
 - Point out sources and consequences of taking pride in group membership
 - Get team to think about the “legacy” they would like to be remembered by this season
- 3) *Develop a Meaningful and Inspiring Mission for the Team*
 - Mission statement: solemn unconditional agreement among group members that spells out meaning and purpose behind groups existence affirming “This is who we are, this is what we are all about”
 - “what do you want to accomplish this season, what will it take to get there?”
- 4) *Develop Complementary Roles and Synergistic Teamwork*
 - Everyone working together with a collective desire/passion to succeed
 - Understanding and appreciation of each others roles (role clarity, role acceptance, role importance)
 - Create weekly reward system to recognize athletes who excel within their roles (effort awards)
- 5) *Individual and Mutual Accountability*
 - Everyone must be on the same page, working together to achieve goals that are deemed important
- 6) *Positive Team Culture and Cohesive Group Atmosphere*
 - Psychosocial factors that influence team chemistry both on and off the field
 - Note distinction b/w task cohesion and social cohesion
 - Do things socially together, build a real sense of camaraderie
- 7) *Strong Internal Leadership from Within the Group*
 - Genuine sense of peer helping and social support, stepping up for what is right, moving team along in the right direction
- 8) *Ongoing Communication about How Things are Progressing*
 - Talk openly about the commitment and discipline required to reach team goals
 - Monitor, evaluate, and adjust goals as needed (goal boards)
- 9) *Open and Honest Communication Processes and Trust at All Levels*
 - Many communication problems on teams arise from miscommunication and/or misunderstanding
 - Effective communication involves mutual sharing and mutual understanding
 - Athletes respect coaches that are open, honest, genuine, sincere, and direct
 - Listen to others, they will listen to you (demonstrates that you care)
 - Non-verbal communication just as important as what you have to say
 - Encouragement and support: Find things people are doing correctly and acknowledge it!
 - Remember, just because you have communicated does not mean you’ll always get what you want