Successful Teamwork Skills needed for this Unit:

Interpersonal teamwork skills allow us to be more effective when interacting with more than one individual. These skills make us more effective in our professional careers and our personal lives. Whether you're working with a group of department heads to resolve a business issue or simply choosing a movie to watch with your family, good group skills enable you to resolve issues efficiently.

**Focus on the Objective:**

Effectively interacting with a group requires focusing on the objective. Just as you use [good interpersonal skills](http://www.myinterpersonal.com/good-interpersonal-skills.html) to understand the individual, you must understand the objective of the team. Asking open ended questions will provide a wealth of information. Effectively listening to the individuals in the group allows us to determine if everyone has the same objective. For a team to succeed, the objective must be clear to everyone. If the objective is not agreed upon by everyone on the team, it will not be efficient. Group members are as accountable as the team leader to understand the objective.

**Identify Value:**

As you develop your relationship with your team or group, you must identify where you can bring value. Just as your interpersonal relations are mutually beneficial, so are your relationships with the group. Looking, listening, and asking open ended questions allow you to see what the group needs to accomplish the objective. As you build relationships within the team, create value by fulfilling needs

**Effectively Communicate:**

Effective interpersonal teamwork skills require [effective interpersonal communication](http://www.myinterpersonal.com/effective-interpersonal-communication.html) . As with an individual, you must acknowledge the needs of the group, present your message effectively, and affirm the importance to you and the group objective. Teams become ineffective as soon as the [communication process](http://www.myinterpersonal.com/communication-process.html) breaks down. Communication must be effective and objective oriented. Effective team members communicate focused on the objective with the needs of the group acknowledged and understood at all times.

**Commitment:**

Team members must be committed to the team needs and accomplishing the objective. Individuals must be committed to interpersonal relationships within the team. As individuals identify where they can add value, they must follow up and create that value. Interpersonal teamwork skills require the same effort as you would spend with an individual. Even though there are more of you, all must contribute to receive value from the team.

**Conflict:**

Interpersonal team dynamics create a breeding ground for all [types of conflict](http://www.myinterpersonal.com/types-of-conflict.html) . Many times we do not have strong valuable relationships with everyone in the group we are working with. The damage to developing relationships is often overlooked as we are currently not receiving the same value as our existing relationships. Different personalities, opinions, and backgrounds create differences of opinions of how to achieve the objective. Effective interpersonal teamwork skills require us to understand that engaging in different types of conflict is inefficient to achieve the objective. Only by effectively communicating, preventing conflict, and resolving conflict quickly can the team achieve the objective.

Interpersonal teamwork skills start with you and end in building valuable relationships with the individuals within your team. Interpersonal experiences are complicated tremendously as we are all very different. Interpersonal team experiences are complicated exponentially as we add individuals. Successfully working with a team to accomplish agreed upon objectives is one of the most rewarding experiences you will find. It can be frustrating when individuals do not put forth the same skills and effort. Remember you can't control others, but you can ensure you use your interpersonal skills, effectively communicate, and build valuable relationships within the team. If you do, you will receive value from the experience.

Source: <http://www.myinterpersonal.com/teamwork-skills.html>