

# Difference between group and team diversity and dynamics

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The Difference between Group and Team Paper Difference between Group and Team Diversity and Dynamics Team The composition is planned and is set. People are recruited, groomed and trained for specific jobs that match their interest. People are recruited, groomed and trained for specific jobs that match their interests and the needs of the team. Each job has a specific set of skills. People with those skills or the ability to acquire them are recruited for the job. Teams have rookies and understudies who learn from those who are accomplished.

They are preparing for the day they will lead. When people do not perform well, the team suffers. The team has ways of assisting the person or has systems for building their person's skills or moving him or her to another position. The planning by teams is called practice, run-throughs, or rehearsals. No matter how talented any individual team member, everyone plans. Teams have rituals, routines, and ceremonies that everyone learns and shares. Teams regularly review performance.

Teams often prepare for the next piece of work based on the evaluation of the last piece of work. Teams know at most times how they are doing - if they are winning, scoring, or moving toward their stated goals. Teams often establish "Halls of Fame" retiring an honored jersey. Those who have performed well are held in high esteem. Members of teams are easily recognizable. There are usually colors, logos, T-shirts, and most important, common slang, songs, language, and history to link them to each other and the team. Time is important to teams.

Most events have specific starting and ending times. Teams are often judged by what they can accomplish within a certain time frame (Klein, 2009, p. 77-80). Teams understand how important it is to consider the fans, the audience, everyone affected by the game. Teams know and respect the game's many stakeholders. Teams build team spirit into their plans and make sure to affirm and celebrate the work they accomplish together (Klein, 2009). Group The composition of the group changes from meeting to meeting - often without forethought.

Members of groups are encouraged to take on jobs, positions, or tasks even if they are unprepared or not skilled in that area - and everyone knows it! People move in and out of jobs based on their inability to say no when asked. Little or no training or support is given by the group to individuals accepting jobs. Leadership is often one-person deep, with the group highly dependent on a handful of people. When people either do not perform well or fail to perform at all, the group rarely acknowledges the failure.

Groups often resist planning and use planning as corrective rather than proactive or preventive strategies. Planning is mostly done by a few people. Groups rarely create routine operations. Groups usually do not celebrate or debrief victories or defeats. Groups rarely assess their progress in achieving their stated goals or objectives in order to chart and measure their work. Groups rarely assess their progress in achieving their stated goals or objectives in order to chart and measure their work. Members of groups are often hard to identify.

There's rarely anything linking them to the group. Groups are often inconsistent in what time things start and end - especially meetings. Groups sometimes operate without thinking about their constituency (Klein, 2009, p. 77-80). Groups sometimes fail to develop a sense of team spirit. They assume everyone understands and works together. (Klein, 2009). Diversity and Dynamics Conclusion Reference Johnson, Heiman, & O'Neal. (2000). ProQuest. Journal of workplace learning, Vol\_. (12), Iss\_4, Laroche, Lionel. (2009). ProQuest. CMA Management. Vol. (75). Iss. 2; p. 22-26.