

Norms and roles

Business



Norms and Roles Norms and Roles We are group of four working on last project of CST program; (Haolin, Asim, Zhan and Me) it is my first time working with all of them. My MBTI style is ESFJ compare with my teammates, all of them have different style, in fact we have kind of switches between extraverted and introverted. I think it's hard to work with a group who does not know very well. Actually I think I am the person whose personality is between E and I. Asim often decide the things like when should we work together, he is a planner in our group. I am an organizer in the team, when they both finished their parts, they will send to me to organize to make a whole article. Make things together and sort out is mostly what I did. Haolin is ISTJ style person; he and I also have one type different. Thinking types use reason and logic to handle problems, but feeling types rely on their personal values and emotions. During this team work, when we have some different opinions in the same topic, Haolin will put his thought forward at once, but sometimes I will check the book to find the words to prove my options. Actually, because four of us have been team member for several times, when the case handed out to us, we divided our work after that, and everyone has own topic and work to do. During the several project classes, we discuss our thought about the project, and try to find one thought which our case writing followed. So I think we have no obviously conflict on the problem-solving styles.

With regard to the formal roles, I mainly deal with organizing the work and ensuring that there is coherence once it is completed. This is done after they have completed their factions and are satisfied that each part has been handled exhaustively. Asin on the other hand ensures that all plans regarding what should be done and when it should be finished are in place.

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He sets deadlines and ensures that all work is completed within the given timeframe. Haolin is basically an overseer, who ensures that everything runs efficiently. Thus he would be quick to cite any problems and give objective solutions to these.

With regard to the informal norms and roles, I am responsible for ensuring that we maintain positive relations that are essential for optimal performance. Asin on the other hand helps in sourcing for important information from the tutors as well as fellow students. According to Rob and Prusak (2002), this ensures that the work done is reflective of the social diversity and therefore comprehensive. Perhaps Haolin's informal roles are the most rewarding to our group. In essence, he helps in establishing and maintaining viable work relations amongst us. This is attained through timely identification of conflicts as well as resolution of the same.

At this point, it cannot be disputed that both the formal and informal relations are very important for our group. They complement each other in ensuring that we perform our duties effectively and efficiently. They aid in maintaining an atmosphere that is supportive of sustainable growth and development. Nonetheless, the formal roles and norms seem to be stronger than their informal counterparts. Notably, the formal roles and norms have helped us define our expectations, coordinate our work accordingly and ensure we meet our academic goals and objectives. Currently, this is more important than focusing on the informal facet.

Reference

Rob, C. & Prusak, L. (2002). The people who make organizations go or stop. USA: Harvard Business Review