

Example of article review on the 4-player model: a framework for healthy teams

[Psychology](#), [Success](#)



ARTICLE SUMMARY

Researchers have established four core acts that help in the improvement of a team. The four core acts help to build blocks that are essential in the promotion of a healthy team behavior. Move is the first act of a successful teamwork. It directs the team to follow the right channel in enabling sustainability. It also sets a team in the right motion for the purpose of success. An example of this act occurs when a team member proposes the production of a product. The product that a member proposes might be the best option in the commerce market. This is often in terms of consumer demand in the commerce market.

Follow is the second act that defines a good teamwork. The follow act involves members of a team proposing an idea of another member. The idea proposed by the member often involves the production of a commodity. An example of the follow act occurs when other members of a team offer their support to a proposal. This in many cases often involves the production of a commodity. The follow act also serves the function for the completion of the commodity production.

Oppose is another act that helps in the improvement of a team. This act often questions the proposal made by a member of the team. The members might raise questions about the proposal because it does not meet the necessary requirements. They might also oppose the production of a commodity due to low demand by consumers. This act often provides the platform for corrections. Even though this is an essential act in the team, it might also lead to disagreements. This is because a member might not accept the rejection of his or her idea by other members in the team. A

member might not feel appreciated in the team because of the oppose act. In some cases, the oppose act often justifies the need for an ultimate solution. This is after a failed proposal by one of the team members. Bystand is the final act that improves the growth of teamwork. This act requires the team to be aggressive and reflective. It enables members of a team to reflect on their past mistakes and make the necessary amendments. The bystand act might involve a member of another team bringing in information from another team. This might be an opportunistic way for a team to achieve success, but it offers a platform for improvement. The platform for improvement might be necessary for competition purpose. Organizations often compete with each other for the demand of consumers in the commerce market. Because of this, it is essential for organizations to establish teamwork. This helps to promote the efficiency of the team and helps in the decision making process. An example of bystand act occurs when members of a team reflect on the past failure of a commodity produced. They might seek to find solutions that might not result in the past failures experienced.

The four acts of teamwork lead to a balanced team, which has some benefits. Teamwork leads to inclusiveness, which enables the consideration of all views. This enables the team to explore all points before settling on one. The team can also overcome imbalances that might occur due to a recalcitrant member. It also enables the team to adapt to certain changes that might occur within the team. Teamwork enables members of the team to make positive contributions to the team. Members are free to contribute as long as they benefit both members and the organization.

Groupthink of Irving Janis

The rocket explosion that took place on the morning of January 28, 1986 affected a section of the aquatic life in the Atlantic Ocean. This is because the explosion happened in the sky, but the rocket capsule and other remains plunged in the water body. All the seven members in the crew died from the horrific explosion. The death of Christa McAuliffe shocked the entire world. This is because of her love affair with space and her experience with space ships. The explosion disaster of the Challenger led many Americans to write off the space activity in the United States. This is because many believed that the disaster could have been avoided before it occurred.

The Challenger disaster led the president to set up a commission of inquiry to investigate the probable causes of the accident. The commission of inquiry did its investigation and finally concluded the cause. The commission found out that the accident was caused by a mechanical malfunction of the engine. Even though the commission arrived at this conclusion, the public could not understand the findings because of the technicalities involved. The public could not understand the reason behind NASA's actions to fly a rocket in bad conditions. This elicited mixed reactions among many people because the disaster killed seven innocent lives. The commission also blamed a flawed mechanical checkup of the Challenger as another factor that led to the accident. The lack of communication between the engineers and crew was another factor that the commission settled on to have caused the accident. This lack of teamwork that occurred between the parties involved led to the death of seven crewmembers of the Challenger.

In order to develop a winning team in terms of success, it is essential for

members of a team to endorse a leader. This is to promote orderliness and enables members to follow the correct procedure in the implementation of ideas. A leader helps to bring sanity to the team. Teamwork helps an organization to improve its production output. This is because members of an organization often implement positive ideas that lead to improved sales. The implementation of ideas often leads to an understanding between members of a team. This is because of the consideration of their respective ideas, which promotes stability within the team.

Teamwork entails selecting the right people with efficient knowledge and experience for the team. This helps to reduce misunderstandings between members of the team. Other than selecting the right people for the team, it is essential to create an incentive that helps in the decision making process. Collective decision-making process enables members of the team to understand each other better than before.

Every organization needs teamwork for the purpose of success. Teamwork in an organization helps in increasing production and new global business. Even though teamwork is efficient in enhancing the growth of the organization, some challenges often occur. This might include disagreements between the members of the team to explore certain ideas. Disagreement can also occur in certain cases where each member would like the implementation of his or her idea.