

# Report on individual reflection

Business, Management



The task was encompassed the students conducting an activity as a group (as a unit). Here, students were supposed to apply the aspects depicted in the article ‘ Team Members that bring you down dead’. In this article it explains the factors that would lead to a group fall down or success. It also assesses the characteristics of an effective group work.

Our group work was successful as it was ought to be as there was no element of competition between members. Some members raised arguments whenever others gave out a stronger point than theirs. The argument was prolonged but finally the group came to a consensus. There was also trust, and this was where some group members were never contented with some specific student’s answers, but after an explanation, they were contented. As a result, the students were encouraged and therefore put more effort in their concentration to the group. There was also cooperation. The group work was distributed well because all students of the group did participate in at least one section of the group assignment. Every student had interest in doing the assignment and so it gave us the urge to complete the assignment. Research was done in an appropriate manner and handed over in to the student who was responsible for the compiling of the work. There was an element of assistance in the group. We availed ourselves to each other in any case there was a problem of not or mis understanding. Our group also ensured that before dissing out tasks, we discussed the question and analyzed it so as to ensure that everybody in the group had an idea of what his or her part entails. We also ensured that the weaker members in our group were considered in that they were paired with the clever ones so as to make sure they actively participate as well as

understand the concept.

After applying all these in our group work, we came out with a successful work where every group member participated in bringing up. As much as we all participated, there were some areas that I think we would improve so as to ensure even a very effective group work. First, the students should select a competent group leader that will ensure that the assignment is distributed fairly according to the ratings in terms of their performance. The group leader should not be biased and should not be lazy. He or she has to ensure that each and every group member completes the assignment before the deadline. They should know the motivational level of their group members and try motivating their members. At times there are always hard tasks that members don't have any idea but it is the responsibility of the group leader to strengthen the spirits of his members to do the work. They should learn to cope with the attitude of the members and also learn the behaviors of each and every member. The group leaders should always ensure that there are no irrelevant conversations made in times of group work. Some students are experts in gossiping and back biting during group work which reduces their attention in group sessions. They should make sure that when in group sessions, they mean a serious business.

Secondly, the students should also start developing a positive attitude towards group work. Most students prefer individual work to group work. They should know that group work helps to bring up the slow learners. Group work also helps in sharing of knowledge. It also strengthens ones conflict management. It is important to know how to manage conflicts for the sake of peace between one and the neighbors. Group work also prepares one for the

outside world. This is where interaction is crucial in ways of earning a living. Group work also helps in time management. A group member has to time him or her well so as to ensure that the assignment is ready by the assigned date. Then group leader should also ensure that the progress of the work is as planned. Group work also helps in effective planning. Once a student can be able to divide a piece of assignment amongst the group members, that means he or she is competent enough to be a leader in future. The student is able to plan for the work given and distribute it evenly without being biased towards some members. The group leader will also be able to manage diversity. You find that a certain group consists of students that don't go along well but the group leader has to ensure that they cooperate as group members and do the assignment in an appropriate way. The ability of being able to co-ordinate two ends that don't meet till they do a collective work is one of the characteristics of a good leader. This is because in future an individual will be operating with people from different backgrounds and at the end of the day, you all have to accomplish one mission.

On conclusion, I would recommend for the staff to be frequently assessing the group to ensure that they are well coordinated and managed. The staff should also advice the students on how to manage their groups and deal with the tough headed. The staff should award the groups that coordinate well so as to motivate the rest. The students should also know that they are just preparing themselves to the outside world by having several assignments done in group work. With all these the students are able to get motivation and have positive view towards group work thus enhancing it.