

Diversity in your learning team

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Gender Diversity in Group Effectiveness and Learning While diversity may be a hindrance to learning in any team, the same may be a source of synergy for the team when well harnessed. Some diversity aspects include gender, age, sexuality, disability, and religion among others. This paper discusses gender and its effect on group's effectiveness.

In most cases, males within a group try to come with genius ideas and positive contribution with aim of expressing their abilities to females. The converse is also true. Women will strive to prove their equality with men and therefore try their level best to make meaningful positive contribution to the group. The injection of new ideas increases diversity of ideas within team learning therefore improving its effectiveness

Men and women have different perspective and line of thought about different issues and therefore important in injecting diverse ideas hence increasing effectiveness. Additionally, differences in learning styles different genders generate a new dimension of diversity within the group. Men may tend to be faster and more practical while women may prefer being slow and more inquisitive and idealistic. Men and women see difficulties in different perspectives and their preferred approach is different thereby creating new lines of thought. Men and women have different levels of satisfaction on performance and thus evaluate success differently thereby improving group's effectiveness (Rummler & Kwong, 2010).

Gender diversity has its negative effects on group learning and effectiveness. Competition between genders may result to disagreements and failure to achieve objectiveness. Since women tend to be relational as opposed to men, they may give in to groupthink, which reduces group's effectiveness. Different communication styles between both genders

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introduce communication barriers. This reduces group's learning and effectiveness. Lastly, growing sexual relationships among group partners may compromise group's effectiveness (Rummler & Kwong, 2010).

Reference

Rummler, S & Kwong, B. (2010). Collaborative technologies and applications for interactive information design: emerging trends in user experiences. New York: Idea Group Inc (IGI),