

Team conflict scenario

Psychology



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Team Conflict Scenario Part Conflict is inevitable in teamwork especially where culture and gender are involved. Therefore, finding the best approach to conflict resolution can be a great challenge in contexts where cultural dimensions of collectivism and individualism are involved as in our case. Thus, as a leader to help solve the problem I will employ multiple strategies or follow a systematic approach to ending the conflict by considering the behavior, perceptions and attitudes of the group members towards the achievement of the group's goal. Therefore, because there is some element of culture and gender that would be involved, I will employ the following systematic approach to solving the conflict.

I will begin by probing for culture/gender dimension by trying to find out the root cause of the problem by examining the situation from a cultural or gender perspective e. g. is the conflict arising due to different classes in society, personal attributes etc. Secondly, I will start discussing the situation in a respectful way by beginning to say; I realize we are getting late with our project unlike when we started because we are late by 2-3 pages so that I can sound specific by trying to bring attention to the members how bad we are doing. Thirdly, I will discuss how the conflict is affecting our progress by saying; because we are getting late with the project, we must all get serious or what has happened or what is causing a conflict that our project is stalling, because we must get it done before the submission deadline or we are going to fail.

Ultimately, I will ask the members for a solution by requesting each member to propose a solution to end the stalemate to help us find a way forward (Callanan, Benzing, & Perri, 2006). However, as a leader I will propose that we have the remaining work divided equally amongst us so that I can get <https://assignbuster.com/team-conflict-scenario/>

everybody on board and make them feel part of the team. In addition, dividing the work among the group members will make each one of us feel accountable for his/her part, hence the need for collaboration due to the interdependence of the project. Therefore, I believe through division of the work and the fear for accountability amongst the members; they can set aside their individual differences and focus on the project, which will ultimately lead to ending of the conflict.

Part 2

Culture and gender influence individual behavior, perceptions, and attitudes. Therefore, because of the influence culture and gender have on individuals' behaviors and perceptions, it thus, affects teamwork interdependence towards the achievement of a common goal. Thus, cultural differences influence the way we approach conflicts. For instance, the Brazilian men hail from a large power distance and collectivist country where consultation and teamwork are imperative in making decisions or accomplishing tasks. On the other side, the American women hail from an individualistic and low power distance country where individual effort, autonomy, creativity, initiative, and authority are imperative in making decisions or accomplishing tasks without the help or consultation of others. Therefore, for the American women, individual interests, and group commitment is just a function of perceived individual benefit, while, for the Brazilian men, group commitment is perceived fundamental for group achievement (Hammer, 2005).

Therefore, having examined the fundamental differences that would be contributing to the conflict, it is imperative to emphasize on the following considerations. Firstly, as a leader I will emphasize on the need for effective open communication or intercultural communication between the group

members to enable them understand, provide suggestions and contribute to the practices in the group geared towards the accomplishment of the project. Secondly, I will emphasize on the need for developing interpersonal relationships, which are fundamental in determining how members of the group relate because they are the pillars of teamwork and conflict resolution for the Brazilian men just like it is for any other person from any collectivist country. Ultimately, I will emphasize on the need for mutual interaction, collaboration, and coordination because interdependence is a function of the interaction, collaboration, and coordination in teamwork related environments.

References

- Hammer, M. R. (2005) The Inter-cultural Conflict Styles Inventory: A conceptual framework & measure of intercultural conflict resolution approaches, *International Journal of Intercultural Relations*, 29, pp. 675-695.
- Callanan, G. A., Benzing, C. D., and Perri, D. F. (2006). Choice of conflict-handling strategy: A matter of contexts. *The Journal of psychology*, 140(3).