Positive influence

Individual Assignment: Creating a Plan for Positive Influence * Imagine that your Learning Team has been assigned a large project. * Prepare a plan of no more than 1, 050 words that may be applied in a business setting and would increase your team's motivation, satisfaction, and performance. * Address specific differences in attitudes, emotions, personalities, and values in your collaboration, and how each difference influences behavior. How may those differences be effectively implemented in the plan to positively influence the team? Format your paper consistent with APA guidelines, 6th edition. Creating a positive influence in a business environment can be a difficult task. Companies put managers in place to make sure the work is done by employees. In a team environment it is important to monitor your team's motivation, satisfaction and performance. When creating a positive influence team should have an understanding the phases of group development, the attitudes of the individuals in the group, and be able to apply a sound motivation theory.

These items work together as a foundation for not only building a good team environment but they are all ways to increase the positive influence in a group setting. Five- Stage Model According to Robbins and Judge, a group is defined as two or more individuals, interacting and interdependent, who have come together to achieve particular objectives (2007). The five-stage process is a sequence of steps that groups can go through. The five-stages of group development are; forming, storming, norming, performing, and adjourning.

The forming stage is the point where the team is put into place. At this stage the groups purpose, structure and leadership are determined. Once each

person has come together as a group this stage is basically over. Storming is considered a chaotic vying for leadership of group processes (Neil, 2004). After this stage the group is now ready to come to an agreement on how the group will operate. Once the agreement is made that is the end of the norming stage. Performing is ultimately why a group comes together.

In the performing stage a group is performing duties to meet the overall objective. Finally depending on if the group is permanent or temporary the adjourning stage takes place. The adjourning stage is when the group prepares to separate. This stage includes wrapping up the project. Attitudes A team is comprised of a group of individuals. Different individuals possess different attitudes and behaviors which can make the team environment difficult at times. Each member has their own separate values, personalities and emotions which can sometimes conflict with other members of the team.

The current team in LDR 531 is comprised of behavior traits of all of the DiSC behavior styles dominance, interactive, cautious, and steadiness behaviors. Each trait has unique characteristics that would make for an interesting group. Dominance is driven by the need to control and the need to achieve (The Ken Blanchard Companies). This behavior style likes accepting challenges and taking action. Every group need someone to influence, the influence behavior style are focused on building relationships more than they are task oriented.

Having a cautious behavior trait could mean that you are a pedant for quality and like to plan ahead. The steady trait is possessed by individuals who are helpful these individuals usually like to work behind the scene. Having a team that is comprised of each of these behavior traits can definitely be a

good thing. However having the same trait among team members may cause some conflict. But understanding the behavior styles of the team members has an impact on the team's performance and development just as it would in an organization.

Having this understanding allows the organization to develop performance-improvement methods and strategies based on individuals' personal strengths and weaknesses (2009). Motivation Neil, James. (2004). What are the Stages of Group Development. Retrieved June 7, 2010 from

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