

Groups v Teams
(James Lawrence, Growing Leaders)


Below are six characteristics pairs that distinguish groups working together from teams that work together.

Are you a group or a team?


Reflect on each characteristic pair and mark your experience on the continuum.
Then give a brief statement on why you made that response.

Groups focus on individual results	Teams focus on team results
<p>This is true for us ←</p> <p style="text-align: center;">Mark your experience on the line above.</p> <p style="text-align: center;">Why did you give this response?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p>→ This is true for us</p>
Groups focus on independence	Teams focus on interdependence
<p>This is true for us ←</p> <p style="text-align: center;">Mark your experience on the line above.</p> <p style="text-align: center;">Why did you give this response?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p>→ This is true for us</p>
Groups talk about contribution	Teams talk about co-operation
<p>This is true for us ←</p> <p style="text-align: center;">Mark your experience on the line above.</p> <p style="text-align: center;">Why did you give this response?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p>→ This is true for us</p>
Groups focus on individual accountability	Teams have a sense of mutual accountability
<p>This is true for us ←</p> <p style="text-align: center;">Mark your experience on the line above.</p> <p style="text-align: center;">Why did you give this response?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p>→ This is true for us</p>

Groups focus on collective results $1+1 = 2$	Teams focus on synergistic results $1+1 = 3 \text{ or } 4 \text{ or } 20$
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This is true for us	 <p>Mark your experience on the line above.</p> <p>Why did you give this response?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	This is true for us
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In a Group if one fails, she or he fails	In a Team if one fails, all fail
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This is true for us	 <p>Mark your experience on the line above.</p> <p>Why did you give this response?</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>	This is true for us
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