

# Project Team Dynamics: Looking in the Mirror

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# Overview

- ▶ A few exercises which will help you reflect on your team dynamics
  - ▶ Highlight the theme of differences as a source of tension within groups, but also a group's greatest asset
  - ▶ Avoidance of tension/conflict is the most common factor in breakdown of group functioning
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# Stages of Group Development

Forming  
Storming  
Norming  
Performing  
Adjourning

*Synergy*



# MBTI Exercise I/E

- 1. When you are with a group of people, would you usually rather:**
  - join in the talk of the group - **E**
  - talk individually with people you know well - **I**
- 2. In a large group do you more often:**
  - introduce others - **E**
  - get introduced - **I**
- 3. Would you say it generally takes others:**
  - a lot of time to get to know you - **I**
  - a little time to get to know you - **E**
- 4. Do you spend a lot of time:**
  - by yourself - **I**
  - with others - **E**
- 5. Can you:**
  - talk easily to almost anyone for as long as you have to - **E**
  - find a lot to say only to certain people or under certain conditions - **I**

# MBTI I/E (cont.)

6. **Can the new people you meet tell what you are interested in:**
  - right away - **E**
  - only after they really get to know you - **I**
7. **Would most people say you are:**
  - a private person - **I**
  - a very open person - **E**
8. **Do you find being around a lot of people:**
  - gives you more energy - **E**
  - is often “draining” - **I**
9. **Do you usually:**
  - mingle well with others - **E**
  - tend to keep more to yourself - **I**
10. **At parties do you:**
  - do much of the talking - **E**
  - let others do most of the talking - **I**

# MBTI P/J

- 1. Would you say you are more:**
  - easy going - **P**
  - serious and determined - **J**
- 2. In most situations you are more:**
  - deliberate than spontaneous - **J**
  - spontaneous than deliberate - **P**
- 3. Are you more:**
  - organized and orderly - **J**
  - flexible and adaptable - **P**
- 4. Do you tend to notice:**
  - disorderliness - **J**
  - opportunities for change - **P**
- 5. On the job do you want your activities:**
  - unscheduled - **P**
  - scheduled - **J**

# MBTI P/J (cont.)

6. **Is clutter in the workplace something you:**
  - tolerate pretty well - **P**
  - take time to straighten up - **J**
7. **Is it preferable mostly to:**
  - just let things happen naturally - **P**
  - make sure things are arranged - **J**
8. **Do you prefer to work:**
  - just whenever - **P**
  - to deadlines - **J**
9. **Do you tend to be more:**
  - regulated and structured - **J**
  - easygoing, “live and let live” - **P**
10. **Do you usually want things:**
  - settled and decided - **J**
  - just penciled in - **P**

# Group Work

- ▶ Talk about your I/E and P/J types and how they might be affecting team dynamics now or in the future?
  - ▶ If your group is over-represented in one aspect or the other, how might this affect team functioning? Potential blind spots?
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# Tough Decisions



# Conflict Resolution Styles

Which of the following best describes how you handle conflicts?

1. I don't like conflicts, and I try to avoid them. I would rather not be forced into a situation where I feel uncomfortable or under stress. When I do find myself in that kind of situation, I say very little, and I leave as soon as possible.
  2. To me, conflicts are challenging. They're like contests or competitions—opportunities for me to come with solutions. I can usually figure out what needs to be done, and I'm usually right.
  3. I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved? I gather as much information as I can, and I keep the lines of communication open. I look for a solution that meets everyone's needs.
  4. When faced with a conflict or even a potential conflict, I tend to back down or give in rather than cause problems. I may not get what I want, but that's a price I'm willing to pay for keeping the peace.
  5. I want to resolve the conflict as quickly as possible. I give up something I want or need, and I expect the other person to do the same. Then we can both move forward.
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# Differences and Diversity

- ▶ Our minds tend to react to differences as “wrong” and/or “bad”
  - ▶ Our minds aren’t always our best asset
  - ▶ Diversity can be understood as how we relate to differences
    - Accept, Allow, Make room for...
    - vs.
    - Invite, Embrace, Curiosity
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# Summary

- ▶ Truly embracing differences will be messy, uncomfortable
  - ▶ Differences also provide the fuel which drives Synergy
  - ▶ Synergy requires psychological safety
    - The ability to read and react to other people in the group (social sensitivity)
    - Equal opportunity to participate in the group
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# Consultation

- ▶ Sign up for a consultation slot for Friday between 1:45 – 3:30pm
- ▶ Catch me at a coffee break, lunchtime, etc.
- ▶ Email me to arrange a time...

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