



Keywords

Word	Definition
Cohesion	The tendency for individuals to work together to achieve their goals, the forces that keep the group members on task.
Co-action	When others do the task at the same time but separately.
Interaction	When a group works together to produce results.
Task cohesion	Individuals working together to achieve an end result.
Social cohesion	Individuals relating to each other to interact in the group.
Faulty processes	The things that go wrong to reduce group outcomes and prevent group potential being reached.
Social loafing	Individual loss of motivation in a team player due to lack of performance identification when individual efforts are not recognised.
Ringelmann effect	When group performance decreases with group size.

Key skills

- Understand the changing dynamics of sports groups and how these dynamics can affect results by looking at the psychological concepts of cohesion.

Group dynamics

A collective identity: The team can be recognised easily by wearing the same kit. Team members feel a strong affiliation to the team and gain a sense of pride when they wear team kit.

Interaction: The team members should operate in their own role successfully and be able to link this role with other members of the team. Interaction can be seen as the way that team players work together to complete a task.

Communication: Individual players should talk to each other and communicate.

A shared goal or purpose: All players should want to aim for the same goal to have maximum motivation.

How is a group formed?

Tuckman (1965) suggests there are four stages of group formation through which the group must pass in order to start working as a unit.

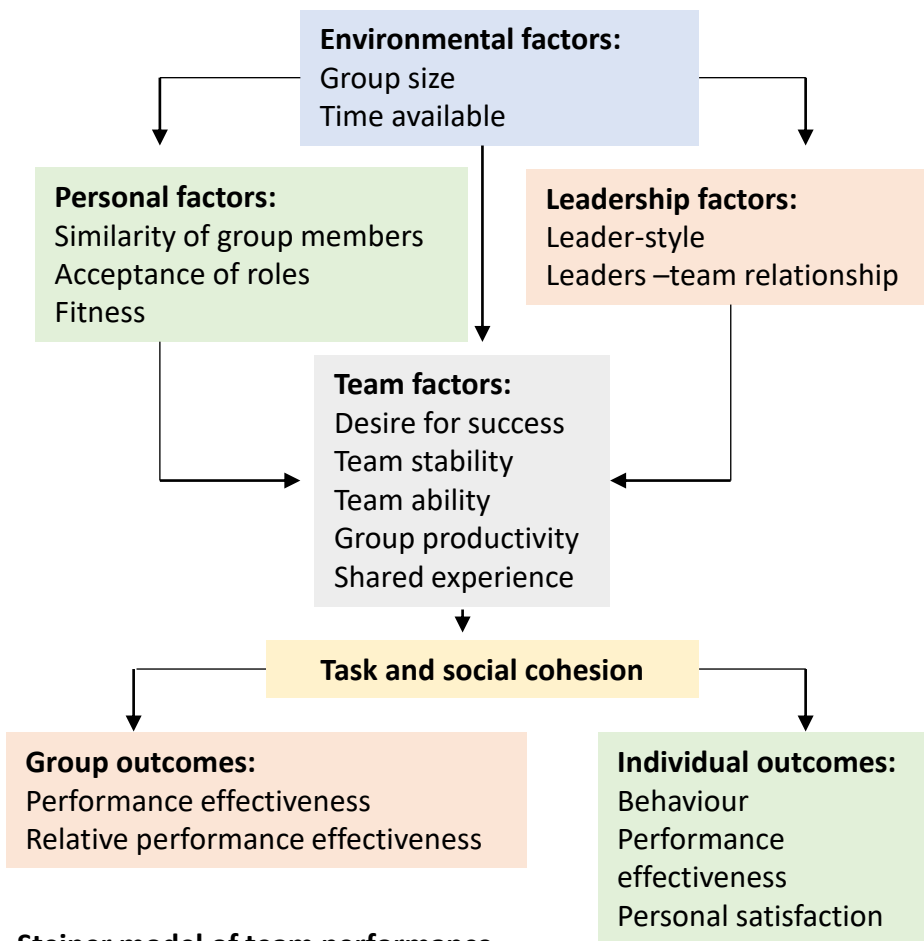
- Forming** – getting to know each other, how you feel about the team, will you fit in? An assessment is made on the strengths of the individual compared to the strengths of others in the group.
- Storming** – A stage of potential conflict, competing with others to establish a position, status or role.
- Norming** – Once conflicts have been resolved, the teams begins to settle down and co-operate. Group standards are accepted and the cohesion of the team develops.
- Performing** – Players are now interactive and working together to achieve their goals. Team members support each other and understand their role.
- Mourning** – Once goals have been achieved and the team begins to disband.



Cohesion

A model of Carron's antecedents and how they affect cohesion.

Carron's antecedents – The factors that might influence cohesion.

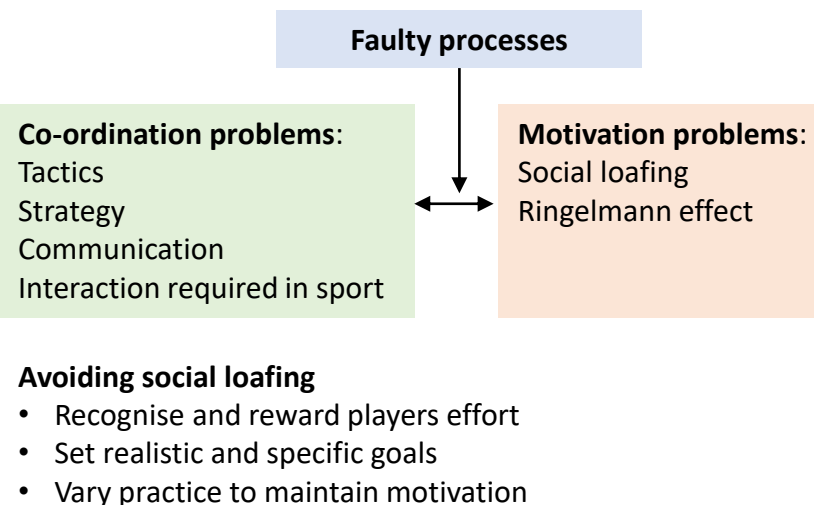


Steiner model of team performance

Steiner (1972) suggested that it is not always the case that having the best players produces the best results.

Actual productivity = Potential productivity – losses due to faulty processes.

The faulty processes, social loafing and the Ringelmann affect



Pathway

Previous knowledge: Personality, attitude, achievement motivation, confidence and self-efficacy, attribution, social facilitation and inhibition, arousal, anxiety, stress management, aggression, leadership.

Future links: Goal setting

Careers: from curriculum narratives

Cross curricular links