MEMBER BEHAVIOR

Member behavior refers to the way a member of a group acts individually and takes part in a group activity. Member behavior also refers to the actions, thoughts, or feelings of a collection of people or individuals within a given group, team, family. It also refers to the character traits each group member has that can increase performance. The performance of each member of a group impacts the performance of the team as a whole either negatively or positively. In an organized and successful team, each member of the team contributes positive behaviors and ideas to ensure efficient teamwork and provide the team with the strongest character traits it needs to succeed and achieve its goals.

In a group there are different types of behaviors members are known for:

- ✓ Firstly, trust is when team members are genuinely transparent and honest with each other and are able to build "vulnerability-based" trust—which means they can share any information without a concern that it will be mocked, dismissed or used against them in the future.
- ✓ Conflict is constructive in teams when it can be expressed in an unfiltered, productive debate of ideas and possible options.
- ✓ Commitment occurs when there have been effective levels of Trust that allow unfiltered debate, leading to full buy-in and commitment to decisions.
- ✓ Lastly, accountability is possible when everyone is committed to a clear plan of action. They will be more willing to hold one another accountable, even to the extent that direct reports feel comfortable holding their own boss or leadership accountable.

To create the maximum productivity of the team, each member has to portray the following characteristics.

1. **Taking initiative**.

This is having one or more group members that are good at taking initiative that is vital for a team to succeed. This helps the team to recognize their challenges or obstacles present. It can also help to propose actions and suggest solutions to get the team working effectively and activities running smoothly.

2. **Being eager and enthusiastic**

When you're working on a project, enthusiasm helps with team motivation. Having a group member who is eager and enthusiastic about their task is very helpful and can have a positive effect on other group members. Having just one person on the team with a positive attitude can encourage the rest of the team to think more positively and help to mitigate negative behaviors in teams. This can help to motivate the team, increase their morale and encourage positive group work behavior.

3. **Seeking and providing information**

It's important to have a member of the team who is consistently taking part. This helps to encourage more of a participation mindset in the rest of the team. This could be through providing ideas and information to the team. It could also be by seeking opinions, feedback and suggestions.

4. Coordinating and collaborating

Working together towards a shared goal is key to team success. Having a team member who is strong at coordinating can also boost productivity. This could be through allocating tasks or seeking contributions from the team, managing contributions or proposing plans for how to proceed with a project.

5. Conflict management

Conflict is often a natural occurrence when multiple personalities work together or spend a lot of time together. Having the ability to ease tension and manage conflict within your team is a highly valuable trait. Using humor to break up conflict or encouraging breaks when necessary helps to create a more positive work environment, keeping your team focused on the task at hand.

6. Decision making and testing

One of the most important aspects of teamwork is the ability to recognize when the team has reached a decision. Having a team member who can consult the team and agree on a final decision or solution is helpful. This helps to ensure that your team has considered all alternatives so you can make the best decision based on the facts.

7. Positive reinforcement and encouragement

Acknowledging and thanking your team members for their contributions is good for morale. Other team members may feel safe when participating in group discussions when it's met with a positive response. Being open to hearing suggestions and accepting other perspectives helps your team to recognize new opportunities.