

Simone Janson (ed.)

WE
WORK
TOGETHER



Team psychology development leadership
motivation & communication, unite
differences & opinions successfully, argue
discuss solve conflicts, achieve common goals

We work Together

Team psychology development leadership motivation & communication, unite differences & opinions successfully, argue discuss solve conflicts, achieve common goals

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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specifically tailored to your needs, we want to ensure that you make the most of this reading experience.

Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because what makes successful teamwork successful in an increasingly dynamic world? An important aspect is the appropriate team psychology of its members, another the right, non-violent communication and the ability to motivate others for common goals. Team leadership also plays a crucial role in this. Team leaders, project managers and HR managers must be able to use their team effectively, develop it and lead it to success. This book reveals how to do this.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

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Teamwork: 6 relevant team competencies

// By Svenja Hofert

Teamwork is a term with which everyone connects something else: conflict-free collaboration eg or leadership in the team. And the term has just been heavily worn out by the New Work. 6 tips tell you what's really behind it.

Team-capable - definition

In at least every second job advertisement there is the word that nobody understands correctly. "You are able to work in a team" or "we require teamwork". We include formulations such as "you act in a team and service-oriented manner" or "cooperative behavior".

If we ask customers if they are able to work in a team, almost everyone attributes it to them. Even if some colleagues don't like to hear the term and groan at the word "team". They have often had bad experiences with teamwork. Typical nerve factors are ineffective meetings and meetings where nothing comes out - or just a lazy compromise. If they weren't, (almost) everything would be fine - that's how many see it.

Customer view on team ability

If we ask customers what they understand by teamwork, we get very different answers.

1. Working harmoniously with others?

Some interpret it as an ability to work harmoniously with others. Signs of good teamwork are for them the lunch together and a feeling of belonging together. Team-able, who respects harmony and communicates well.

Team development is above all "doing together". Subordinating one's own ego seems to be the main task in such a context. In the job, everyone usually has their own tasks.

2. Interdisciplinary cooperation

The others interpret teamwork as a competence for interdisciplinary collaboration, in which everyone does their part to the whole. This is about the "I", that is, the individual, as well as the we, that is, all together.

Basically like the football game that you can only win if everyone participates. In which there is a kind of collective consciousness and self-confidence and a common goal - the victory.

How does teamwork look like?

Traditional work is often characterized by the first image of teamwork.

Such teamwork often takes place in Grossraumbüros, where they are used, for example, in the field of sales, in which each has its customers, but supports the others with problems and questions.

Teamwork in New Work

New work in the digital age, on the other hand, is often determined by a collaboration of the second kind. This type of cooperation is complex because it is necessary to create a balance.

It can be seen well at Bayern Munich that this balance between I and We is possible, even if there are individual stars in a team. HSV is currently showing that even good single players are of little use if the “we” doesn't work.

Leadership in the team

Big performance differences can also be observed in corporate teams. There are teams that play well together - and others, because the possibilities of the individual just do not sum up ...

By the way: Harald Smolak has in his contribution how complex the topic leadership is in the team [Leadership in the team is difficult: 5 tips for better management](#) and also gives 5 tips on how to do it better.

6 relevant team competences

We have identified six relevant team competencies, which together define the degree of teamwork: willingness to cooperate, attitude, communication, self-knowledge, reflexion and structural capacity.

All are relevant, and only if they all play together, is there a form of teamwork, which also allows for a joint performance and a succession of players.

1. **Cooperation:** Cooperative willingness is therefore important, because each individual must be willing to cooperate with the others. This sounds simple, but in practice it is often quite hard. If team members have the experience that not the sharing of knowledge, but the restraint is rewarded, this undermines willingness to cooperate. A kind of pseudo-cooperation emerges, at the end of which everyone is careful not to release too much knowledge.