

Deciding on team membership

Things to consider:

- Selecting team members isn't just about getting together with friends. In fact teams of friends can sometimes work poorly together on projects because they may not feel they can be tough enough with each other.
- Neither is it simply a matter of choosing the brightest or those who get high grades. Compatibility and cooperative skills may be more valuable.
- Effective teams contain a balanced range of types of team members whose different strengths complement each other. For example, it is no good having a team of creative people with no one who is good at project management.
- It can also be a disaster to have a team full of leaders with no one who wants to follow.
- It is useful to consider your personal strengths and preferences so that you are clear on what you might bring to a team. This will help you to select team members so that you get a balanced pattern of strengths and preferences to help determine team members' roles and responsibilities.

Adapted from G. Gibbs (1994), *Learning in Teams: A Student Manual*, Oxford, Oxford Brookes University, Oxford Centre for Staff, p. 9.