

Transcript of Robyn Vasey on Team Dynamics

The combination of anxieties about survival alongside the different pressures and responses that each person is experiencing can lead to difficult and often unspoken dynamics in groups at work. One of these dynamics is competition, at both obvious, and subtle levels.

Competition for support or competition for work that might feel in short supply On the other hand, when there is a pressure of work, there might be feelings of resentment, like being overburdened, or feelings of guilt about being unproductive, and not doing enough.

There can also be feelings of disappointment or even betrayal when the expected and needed support has not been forthcoming and all of these feelings impact on work and impact on the way the group works together.

We know that there are ways in which particular people can get stuck with feelings that are not only their feelings In fact they are feelings that are shared with others, across the group but sometimes these are feelings which others are happy to allow that person to express or even feel on their behalf.

An example of this might be the person who speaks back about a problem whether it's a lack of PPE or a lack of support and what can happen is that they become identified as the "problem raiser" and what gets lost is that what they are raising is a shared feeling across the group or perhaps there is one person who is feeling particularly overburdened and resentful who becomes the complainer.

Another person might feel anxious another person protective another person is the one that becomes very active and this can cause tension in a team but if we understand that these feelings are shared feelings simply being expressed by one person or another our approach changes It's as if the group as a whole let's one person express resentment one person anxiety and one person protection which belonged to the whole group and when we approach things like this we can share out the feelings and resolve the tensions Acknowledging a shared issue or a shared feeling also means that the group can actually work out what the problem is and then work on solutions together