Dimensions of Team Effectiveness: Towards an Improved Team-Building Program for Beginning Athletes

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Abstract: Many coaches use engaging team activities at the beginning of training to help players or athletes understand each other, but team-building activities can help with a sense of accomplishment among team members. That is why coaches use group work by adopting multiple strategies and methods (such as team building) even in any sporting event. These activities help, athletes understand each other, develop sports skills, social skills, listen carefully to instructions, cooperate with each other, and feel more comfortable in the team. Building a team in any sports group creates a sense of community and connection, making each, athlete's game easier and more fun. Coaches who want to join team building activities in teams will find it easy to get many different sources of ideas and technology. Lumsden (2018) found that "when a healthy environment exists and morale is high, athletes feel good about each other and feel fulfilled from the performance of their heirs." To make the team successful requires more than one individual athlete working for his or her teammates' goals. This requires a team of athletes and even coaches working together to accomplish many of the tasks of the team. Sports teams may commit to venue-based decision making, sports improvement programs and curriculum reform, implementing new programs or restructure existing plans.

Keywords: Team Effectiveness; Improved Team-building; Beginning Athletes.

1. Introduction

Many coaches used engaging team activities at the start of the training term to help players or athletes get to know each other, but team - building activities can help a sense of community among the team members. This is the reason why coaches even in any sports events employ the group work by adopting several strategies and methodologies such as team building. Such activities serve to help beginning players/athletes to get to know each other, develop sports skills, social skills, listen carefully to directions, cooperate with each other and feel more comfortable in the team. Building teams in any athletic group creates a sense of community and connected ness that makes playing easier and more fun for every players/ athlete [1] [2].

Team effectiveness and team-building games and activities are a great tool for helping beginning players/athletes learn to work together, listen carefully, communicate clearly, and think creatively. They also give your players/athletes the chance to get to know each other, build trust as a team or group and, best of all, have some fun.

Team effectiveness can be achieved by sharing expectations with one another, by allowing the each of the players/athletes to participate in the planning process, by appreciating each other's unique personality traits, by respecting diversity, and by demonstrating a positive attitude toward teamwork. Once a team works well together, the job is less stressful, more enjoyable, more rewarding for all team members, and results in greater benefit to themselves and the team.

2. Study Purpose and Significance

2.1. Purpose of Research

This paper uses 8 dimensions to judge the team efficiency of basketball sports projects in Sichuan Institute of Industrial Technology, and puts forward an improved team building plan for sports events.

2.2. Research Meaning

Dimension of team effectiveness: Developing improved team building plans for junior basketball players will help improve team efficiency by strengthening team building activities.

1. Athletes as direct beneficiaries of this study can rest assured that they study the effectiveness of their team in the institute and have an established team —— making plans for athletes like them.

2.Coaches The results of this study can serve as the basis for coaches who are responsible and responsible to these athletes and teach and guide them to learn more about how to view team effectiveness to build teams among their players.

3.Parents The parents of these athletes will benefit from the results of this study. Such results would assure them that their son and daughter are in the academy and handled by coaches, they focus on the effectiveness of the team and provide good team-building activities for the team.

4.Institute Administrator The results of this internship will particularly benefit institute managers, such as principals, vice presidents, directors, and department heads, using the results of this study to help teams strengthen their teams and make them more effective based on their goals.

5. Future Researchers Future researchers can use the results of this study to give them insight into how players assess the efficiency of their team and what plans can be taken to improve their performance on the team.

3. Study Subjects and Methods

3.1. Object of Study

The basketball athletes of Sichuan Institute of Industrial Science and Technology.

3.2. Research Technique

Researchers use the main tool is the questionnaire adapted from "team effectiveness diagnosis" by the London leadership institute, national health service team effectiveness dimensions using eight dimensions namely: purpose and goal, role, team process, team relationship, group relationship, problem solving, passion and commitment, skills and learning eight dimensions. In this study, the basketball players in the School of Physical Education of Sichuan Institute of Technology were investigated by issuing questionnaires. The collected questionnaire data will be statistically analyzed using SPSS, including descriptive statistics and correlation analysis.

4. Results Analysis

Effective team-building activities can greatly impact and increase beginning players/athletes' productivity, morale, job satisfaction, and retention rates. Team building is a process. When team members share common goals, know their roles and responsibilities, have open methods of communication, and are motivated to perform them, success happens (Schneider &Schneider, 2019) [3] .

Table 1. Team performance relationship

Dimensions of team effectiveness	Mean	S D	QD	Decision on Ho	Interpre-tation
1. Purpose and goal	1.62	0.46	Disagree	Less Effective	6
2. Roles	1.65	0.51	Disagree	Less Effective	3.5
3. Team Processes	1.61	0.47	Disagree	Less Effective	7
4. Team Relationships	3.01	0.42	Neutral	General Effective	8
5. Intergroup Relations	1.65	0.59	Disagree	Less Effective	3.5
6 . Problem Solving	1.65	0.47	Disagree	Less Effective	3.5
7. Passion and Commitment	3.42	0.57	Neutral	General Effective	3.5
8. Passion and Commitment	3.64	0.57	Accepted	General Effective	1
Composite Mean	2.29	0.46	Disagree	Less Effective	

The performance results of the sports respondents in the eight team efficiency dimensions were poor purpose, goals, roles, team processes, group relationships, and problem solving, a certain correlation between team relationships, passion and commitment, and the factors that the team should pay more attention to. The overall mean of 2.29 indicated that the athlete respondent team was less efficient than their team members believed. The overall results show that the team efficiency is not ideal, but there is high room for improvement and development.

These goals help them practice effective teamwork, share decision making, and improve communication and relationships that, over time, can change the school culture (Grazier, 2019) [4].

5. Conclusion and Recommendations

5.1. Conclusion

1. Athletes must ensure that time is spent to understand the individual strengths and weaknesses of each team member and to take time to build relationships based on trust and encouragement.

2. Providing opportunities for team members and sports leaders to participate in team-building activities will significantly enhance team cohesion and effectiveness and contribute to improved communication and teamwork.

3. Seeking services and guidance from team building experts may be considered for successful delivery of a team building plan.

4.Ensure regular team meetings and one-on-one interaction with team members to provide a clear and open communication channel to help build trust and promote cooperation.

5.Sports and sports leaders should set good examples, show positive behavior and reflect the values and beliefs of the team, which helps to develop a culture of respect, collaboration and good behavior among team members.

5.2. Recommendations

1. Assessment of team needs: A comprehensive assessment of each team's strengths and weaknesses is critical to understanding the areas for improvement. Such assessment can include surveys, interviews, and observations to gather valuable insights. Identify communication patterns and any existing conflicts within the team to address potential barriers to effective work.

2. Goal setting: Cooperate with coaches and team leaders to establish specific and achievable team building goals. These goals should be consistent with the overall goals of the sports program and related to ongoing sports. Clearly defined indicators that will be used to measure the progress of the target.

3. Team building workshop: hire experienced counselors or sports psychologists to conduct the team building workshop. These workshops should be interactive, engaging, and tailored to the specific needs of each team. Activities can include problem solving challenges, trust-building exercises, and communication games to promote team cohesion.

4. Leadership development: Recognize the importance of team leaders and captains in shaping team motivation.

Provide leadership development programs that focus on their role in building strong teams. Encourage leaders to understand the strengths.

5.Cross-training and Exposure: Arrange cross-training opportunities so that athletes can learn from different sports. This contact helps build relationships between athletes on

different teams and foster friendship. It also encourages athletes to explore new perspectives and approaches to their own sport.

6.Communication and team cooperation training: Communication is the foundation of team sports. Organize seminars with a focus on active listening, confident communication, and constructively giving and receiving feedback. Tework training should emphasize collaboration, clear role definition, and effective task delegation.

References

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