

# Volunteer Research, Knowledge, Competency (VRKC)

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Taxonomy for 4-H Youth Development

4-H National Headquarters  
Volunteers for the Next Generation



## Educational Design & Delivery: Team Building Skills

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# What is a Team?

A team is a group with shared goals in which:

- Members perceive they need each other's experience, abilities, and commitment to achieve group goals.
- Members believe that working together leads to making better decisions than does working in isolation.
- Members are accountable to the shared goal, each other, and the organization.

According to Reilly and Jones, 1974



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# Team Building Helps Members

- Clarify understanding of group goals and purpose
- Increase positive communication
- Develop trust and mutual respect
- Clarify expectations and their role as team members
- Become effective problem solvers
- Handle conflict constructively (by engaging in robust conversation without fear)
- Become accountable and results-oriented



# How Does a Group Become a Team?

All groups go through the following five stages of development:

- Forming
- Storming
- Norming
- Performing
- Transforming



# Forming Group

- Relationships (getting acquainted)
- Trust
- Vision and goals
- Roles
- Procedures

# Ongoing Team

- Relationship building and skill building
- Trust
- Communications, including listening
- Decision-making
- Accountability
- Problem-solving



# Educational Delivery & Design: Team Building Skills



## Thank You

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VRKC:  
Volunteer Research Knowledge Competency Taxonomy



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