Ostfalia University of Applied Sciences

Centre for Successful Teaching and Learning

Team Time – facilitating learners to work in heterogeneous groups
- an insight -

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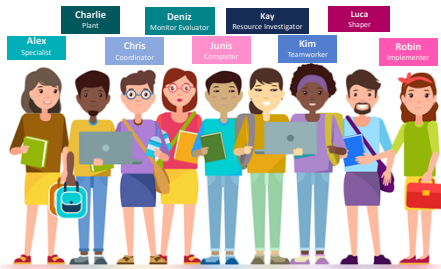**Mandy Schiebe**
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Personas

Charlie — Plant
Deniz — Monitor Evaluator
Kay — Resource Investigator
Luca — Shaper
Alex — Specialist
Chris — Coordinator
Junis — Completer
Kim — Teamworker
Robin — Implementer

Idea

Freshmen at universities have to cope with a large number of tasks to start into self-determined learning. One huge challenge is how to work with different and unknown fellow students. We are currently opting to facilitate this challenge using gamification elements.

Learning Outcomes: Students - freshmen
- get familiar with the ideas of heterogeneous groups and their power.
- get an overview of the roles in a team and the knowledge of their strengths and weaknesses.
- learn about different developments within their new team while working on different Moodle activities.
- get to know that mixed teams could be an advantage to homogeneous teams.
- get an idea about their own contribution to their team work.

The real Team

an interdisciplinary group of lecturers from different faculties:

In our group we are developing a game based on Moodle for getting an idea how successful this strategy could be. Our goal is to give students the basics for effective collaboration. We are trying to build content to strengthen teambuilding competencies rather than aiming at professional content.

Challenges - to combine goals, tasks and roles of the team

- to develop an concise storyboard
  - to create 9 personas
  - to create 4 teams for choice
  - to find good tasks
- to create this in a real heterogeneous team

Developing an idea for gamification

What is one of the first and common experiences freshmen have to deal at the beginning of their studies?

Game Challenge

The relocation - plan your move to your university town:

- Try to identify the tasks to fullfill this achievement.
- Try to find a team that supports you.
- Identify the team member who suits best for the specific task.
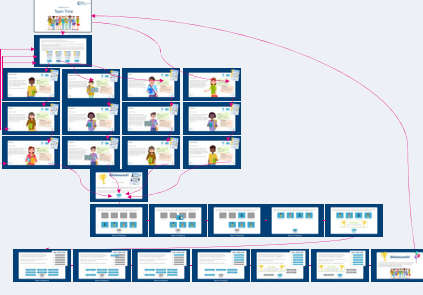- Have a housewarming party with all your team mates and friends.
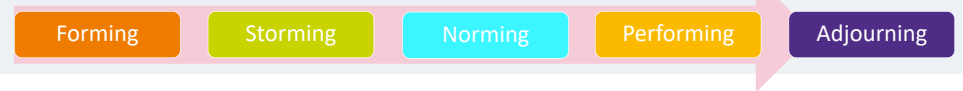
Belbin's Team Inventory

Social Roles

Resource Investigator
+ easily finds useful contacts for the team, communicative, extroverted
− too optimistic, easily loses interest or focus

Teamworker
+ popular, motivates the team, communicative, diplomatic
− hesitant, indecisive, leaves the decision to others

Coordinator
+ self-confident, can coordinate, communicative and delegate tasks well
− can be seen as manipulative and dominating

Thinking Roles

Plant
+ creative, unconventional thinking, searching for new solutions
− does not pay attention to details, makes careless mistakes, can not take criticism

Monitor Evaluator
+ good judgement, keeps the overview, concentrated and analytical
− often sceptical, demotivating effect on team members

Specialist
+ interested, engaged in the topic, explains and shares knowledge
− loses itself in details, no decision maker, only informant

The Action Roles

Shaper
+ seeks (partial) goals, takes responsibility and motivates the team
− impatient, can appear arrogant, sometimes provocative

Implementer
+ likes to organise, reliable and disciplined, provides structures and concepts
− sometimes inflexible and reacts hesitantly to changes

Completer Finisher
+ punctual, pays attention to details, avoids mistakes, is reliable
− reluctant to hand over tasks, checks too often, anxious

https://www.belbin.com/

Team Choice

Team 1 New Room Mates — Plant, Specialist, Evaluator, Player

Team 2 Acquaintances from the Sports Club — Resource Investigator, Team-worker, Coordinator, Player

Team 3 Acquaintances from the Freshers' Party — Shaper, Coordinator, Specialist, Player

Team 4 Friends — Implementer, Team-worker, Plant, Player

Strengths and weaknesses

Thinking roles + x
No action roles / No social roles

Social roles + x
No action roles / No thinking roles

All Groups + x
No Team Player

All Groups + x
No Coordinator

Branching Testscenario to discover logic gaps

Storyboard & Prototyping of the Game – Tuckman's Developmental Sequence in Groups

Organizational Stuff
- Finding a team
- Finding a date
- Invitation for house warming party
- Who does what?

Extra Challenges
- Hiring a transporter
- Priorizing the tasks

Move Out
- Packing boxes
- Dismantling furniture
- Hauling furniture
- Who does what?

- Hardware available?
- Boxes available?

- Loading transporter
- Driving to new flat
- Who does what?

- Beverages available?

Move In
- Unloading transporter
- Hauling furniture and boxes
- Assembling furniture & unpacking boxes
- Who does what?

- One box missing

House Warming Party
- Music
- Snacks & Drinks
- …

- Neighbours …

Forming | Storming | Norming | Performing | Adjourning

How to implement this in Moodle?

- Group Choice
- H5P
  - Branching Szenario
  - Quizzes
- Stash
- Lessons
- Activity Completion
- Personality Test

SPRINGBOARD for further ideas:

You get the tools, Kim gets the instructions.
I have to watch the YouTube tutorial first.
Screwdriver broken? I have an alternative solution.
We first disassemble the wardrobe, then the bed and finally the desk.
Someone should sort the furniture and screws.
Where do you want me to help?
If you are at loss, ask Robin.
I already have dissambled the cupboard.
Who dissassembles the furniture?
I can only dismantle beds, no other furniture.