

*D. Khlupianets , Bachelor student*  
*I. Yablonska, Bachelor student*  
*L. Mohelnytska, PhD in Phil., As. Prof., language advisor*  
*Zhytomyr Polytechnic State University*

## **TYPES OF TEAM BUILDING**

The psychological climate is an important component of each work collective. In a team where a friendly atmosphere prevails there are fewer problems, and employees are more loyal and motivated. It is not surprising that each manager tries to influence team unity and improve the microclimate in the organization. One of the effective methods for improving team interaction is team building. In recent years, this term has become very widely used in the fields of business, management, sociology and psychology. Here are a few definitions of this term:

Teambuilding is a measure aimed at creating a certain atmosphere in the team, which will contribute to achieving common goals and rallying staff. (M. Istakova) [2, p. 9]

Team building is a management technique used to increase the efficiency and productivity of working groups through various events. It provides a lot of skills, analysis and observation to form a strong and capable team. The main motive of this technique is to achieve the goals and objectives of the organization. (Gibb Durei) [3, p. 16-18]

After conducting research, we made our own definition: team building is a way to maximize the effectiveness of team work to improve the productivity and happiness of the team and departments.

The main task of team building is to unite each individual employee into a single system - a team for building relationships within the organization and the successful work of each of its links. When the team is united, working capacity is increased, the staff is more motivated and interested in successful work.

At the present stage, this method is very popular both among small enterprises and among giant organizations with a world-famous reputation. And every such company is trying to modernize or add a team building method specifically for its field of activity. So there were many types of team building. Here are the main ones:

1. Active.
2. Storyline.
3. Intelligent.
4. Creative.

The active type of team building is the most popular. This type is most suitable for the warm season, as it is most often carried out in the fresh air. Relationship building is fast, participants enjoy various sports games, quests, relay races. There are many scenarios for such activities, for example, team building in the style of the Olympic Games or a spy organization. The most interesting options include various sports equipment from classic futsal to cable cars and ATVs.

Team building programs are becoming more inventive and offer a variety of stories. The storyline of team building takes the form of a quest, a business game,

competitive events. An interesting story captures the participants, there is a deep immersion in the process. Participants are interested in moving along the plot and the creation of the team goes unnoticed. Participants try new roles, for example, the role of a detective. The role-playing team building also includes historical role-playing games. In the course of such activities, the collective reproduces various historical events, plays the role of famous historical figures.

Recently, intelligent types of team building have gained popularity. This type of team unity contributes not only to the comprehensive development of employees, but also to everyone's ability to make decisions quickly. Jointly solving complex problems is a good basis for building a team. Carrying out this type of team building does not require large space and attracting any equipment. It is enough to find interesting problems to solve them in a team.

Creative team building is also gaining popularity, because creativity is highly valued in the modern world. Companies want employees to engage in unusual and interesting tasks. For example, drawing a big picture. Participants in teams draw parts of the picture, at the end of the event the picture is combined into a single whole. After the event, participants retain the created objects. The big picture is often hung in the lobby of the company, as a reminder of the overall success.

Each type of team building is extremely effective, because any joint activity of the team, not directly related to work, has a positive impact on the relationship between each part of it. Companies often conduct such events, combining various types of team building, which makes such activities even more interesting and effective. Teambuilding of all kinds is a way of proving to a competitor that they are better than them. After successful teambuilding, employees interact more effectively with each other and feel more comfortable in the team.

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