Fundamentals of leadership

Student’s Name

Institutional Affiliation

Course

Date

Teams seek to be creative and critical by tracking and maintaining control of their emotions, actions, and interaction in producing and refining ideas. The skills in this self-regulatory phase of each team member are structured around how teams set goals and prepare how to achieve them; track attention, concentration, and progress; and assess the process and outcomes of their activities. To set targets, outline plans, and decide the best approaches by which they can achieve their goals, teams participate in active preparation and forethought. Recognizing the nature of a task, evaluating personal expertise, knowing one's skills, and allocating resources are all activities that facilitate this preparation.

Teams must also be adept at tracking their attention and concentration on a mission, as well as the outcomes of their decisions. It is accomplished by consciously concentrating on the amount and form of attention needed to complete the task. They must also be mindful of how they are doing and working against their objectives (Thompson, 2015). Monitoring is important and often entails determining the effects of potential decisions on the desired outcomes. For example, suppose thinkers discover that they are not making sufficient progress in attaining their objectives after closely tracking their attention, results, progress, and potential consequences. In that case, they must be willing to rethink their course of action.

Teams need to adjust their beliefs about their attention, skills, and the importance of contributions made as they continuously track their attention, concentration, and performance. When teams make positive changes in their general attitudes and aim to modify each individual's values and views of others' beliefs, this phase of cognitive restructuring occurs. They can do this by making constructive self-statements of each team member to help them stay conscious of their values and make the required adjustments.

Reflexive thinkers ensure that effective thinking methods were used to produce outcomes by reviewing the method in which they participated. They ensure that the final results are in line with the initial target by evaluating the product. They avoid repeatedly making the same mistake and make better informed decisions based on their past experiences (Thompson, 2015). Avoiding impulsivity, dismissing stereotypes and biases, accepting different points of view, judging their decisions, and being open to the thoughts and behavior of others are all ways that teams that seek to use creative, critical, and reflexive thinking maintain a wise and versatile attitude (Litchfield et al., 2018). Furthermore, teams must allow many aspects of their experiences to enter and affect their thought by staying open-minded to other influences. They must show a general interest in their tasks, understand the importance of each individual's involvement, and see how their activities relate to the team's interests.**References**

Litchfield, R. C., Karakitapoğlu‐Aygün, Z., Gumusluoglu, L., Carter, M., & Hirst, G. (2018). when team identity helps innovation and when it hurts: team identity and its relationship to team and cross‐team innovative behavior. *Journal of Product Innovation Management*, *35*(3), 350-366.

Thompson, L.L. (2015) Making the team: A guide for managers (5th ed.) (pp. 231-259). Boston:Pearson.