8.3 Teams

Name: _____ Class: _____ Date: _____ **Total: 10 marks**

KEY WORDS psychological safety • social loafing

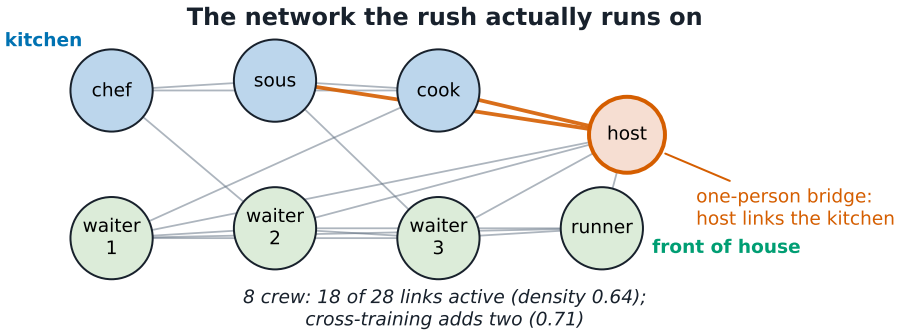
Objective

Read a team network: density and bridges; design identifiable contribution; build safety with structure, not sentiment.

1 Key knowledge and worked examples

■ The measurable team

Density = active/possible links (18/28 = 0.64). Bridges are single points of failure. Identifiable contribution cures loafing AND silence; safety is voices, not vibes.



The network the rush actually runs on

■ Worked example. The bridge

Both cross-house links route through the host; his festival off costs nine orders. Cross-training adds two links (0.71) and the rush survives an absence.

2 Practice

A five-person ward team: all ten possible links active except the two nurse–pharmacist links, which route through one nurse.

2.1 Compute the density (all ten drawn), then the effective density if the two routed links count only via the bridge (count each routed pair as HALF a direct link). [3]

2.2 The bridge nurse rotates off for a week. Predict with reasons what happens to medication queries. [2]

2.3 In eight handover meetings, two people spoke in six of them. Design the participation structure and state the metric to track. [3]

2.4 In one line each: what cures social loafing, and why is that the same cure as silence? [2]

Solutions

2.1

- Drawn density: $10/10 = 1.0$ (complete).
- Effective: 8 direct $+2 \times 0.5 = 9$ of $10 = 0.9$.
- The routed links are thinner than they look – the map flatters.

2.2

- The two nurse–pharmacist channels collapse to zero direct.
- Queries mis-route or queue until she returns – nine-orders logic: the bridge was the path.

2.3

- Round-robin: each name, one blocker, thirty seconds.
- Written into the handover sheet – the structure, not the invitation.
- Metric: voices per meeting (target 5 of 5).

2.4

- Loafing: identifiable individual contribution.
- Silence: the same structure makes speaking routine – one design, two cures.

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