

**team** n. 1. Two or more draft animals harnessed to a vehicle or farm implement. 2. To harness or form together so as to form a team.

A group is not a team.

A **group** is defined as *two or more persons who are interacting with one another in such a manner that each person influences and is influenced by each other person.*

A **team** is defined as *a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.*

(Jon Katzenbach & Doug Smith, *The Wisdom of Teams*, 1993. Harvard Business School Press, p 45)

A team has two important characteristics that differentiate it from a group:

- specific results for which the group is **collectively** responsible; and
- supra-consciousness of being a team, awareness that we need each other.