Course syllabus

1. Core data

Course code	Credits	Semester
293NPSYV311	6 ECTS	2024/2025/1
Course title in English		
Personality Types and Team Dynamics		
Course title in Hungarian		
Personality Types and Team Dynamics		
Course title in other language		

Course leader	Institute
Mark Newell	Institute of Strategy and Management
Course type	**Type of final assessment**
Elective	Exercises, Group Project, Two Examinations
Language of instruction	**Class schedule**
English	TBA
Number of theoretical classes per week (full-time programmes)	**Number of practical classes per week (full-time programmes)**
	4
Term when the course is announced/started	

2. Main features

Course objectives
This course offers knowledge, experience, assessment, and practical tools related to group dynamics, teamwork and leading teams in the organizational context.

Brief description of the course
This course offers knowledge, experience, assessment, and practical tools related to group dynamics, teamwork and leading teams in the organizational context.
Course content draws from a large body of group dynamics and leadership research and theory in psychology, applied social science, and management.
Additionally, this course emphasizes processes and issues that teams face such as team development, leadership, communication, conflict management, competition and cooperation, power, decision-making, problem solving, creativity and innovation, virtual teamwork, team culture, team-based reward systems, and training.
Students synthesize course content in an action-learning group project involving interview and analysis of a professional team.
Alongside introduction of research, theory and concepts, the course methodology will include interactive class discussion, case studies, self-assessments, group exercises, and team-assessments that build knowledge and competence for understanding and improving upon team situations. This class will be highly interactive and will emphasize self- and others-awareness. Students will work in small teams to complete an action-learning project involving interview and analysis of a professional work team.

3. Learning outcomes

Skills	Knowledge	Attitudes	Autonomy and responsibility
Develop skills related to assessing and coaching individuals in their differences and strengths.	Understand individuality, diversity, and strengths in the context of teams.	Self-awareness in areas of personality, biases, and styles in key areas of teamwork. Openness to and appreciation of individual differences within team contexts. Broaden perspectives related to systemic issues affecting team dynamics and development. Self-awareness as a team leader.	Apply skills for individual assessment in the context of class exercises and an action-learning group project. Apply skills for team assessment and team development in the context of class exercises and an action-learning group project. Apply skills for leading teams in the context of class exercises and an action-learning group project.
Improve skills related to assessing teams. Develop process-mentality regarding team development. Develop skills for addressing key issues that affect team dynamics.	Understand the nature of team success and sources of team dysfunction. Understand research and theory related to team development and team processes. Gain systemic understanding of concepts and models related to key issues that affect team dynamics.		
Develop skills related to leading teams with a developmental mindset. Develop process-mentality and adaptability regarding leading and developing teams.	Understand and identify developmental needs of teams and team members. Understand when and how to apply different leadership approaches across developmental stages.		

4. Assessment system of the course

Method of assessment
Through the semester there will be four methods of assessment: (a) completion of class exercises and assignments, (b) individual and team performance in a semester-long group project, (c) performance on a midterm examination, and (d) performance on a final examination. The group project will culminate in a 20-minute group presentation during the 10th or 11th week of the semester. Group project teams will submit a PPT with notes after giving the presentation. In the case of illness, excused absence or poor performance on the midterm examination, students may choose to take a comprehensive examination at the end of the semester which will replace the midterm and final exams, counting 65% of the overall course grade.

Study activity	Minimum requirement for the course completion (if any)	Weighting of student activity in the final assessment (%)
Class exercises and assignments		15%
Group Project		20%
Midterm Examination		30%
Final Examination		35%

5. Compulsory readings

Compulsory reading	URL
Levi, D. (2020). **Group dynamics for teams (6th ed.).** California: SAGE Publications, Inc.	

6. Recommended readings

Recommended reading	URL

7. Thematic weekly schedule

Week no.	Brief description of topic
1	Topic: Values, Diversity Faultlines in Teams Topic: Introduction to Theory and Research in Personality Psychology Topic: Understanding and Developing Teams using the Myers Briggs Type Indicator
2	Topic: Understanding and Developing Teams using the Myers Briggs Type Indicator Topic: Use of Appreciative Inquiry in Team Analysis
3	Topic: Understanding Teams and Team Success Topic: Team Dysfunctions
4	Topic: Perspectives on Team Development Topic: Situational Leadership Topic: Taking Steps Toward a Mature Team Structure
5	Topic: Competition, Cooperation and Social Dilemma in Teams Topic: Multipliers and Diminishers in Leadership
6	**Midterm Examination** Topic: Conflict Management; Case Study
7	Topic: Communication in Teams Topic: Crucial Conversations; Case Study
8	Topic: Revisiting Personality and Team Analysis
9	Topic: Power and Social Influence; Case Study Topic: Problem Solving & Decision Making in Teams Topic: Decision-making Model of Leadership
10	Group Project Team Consultations (extended personalized coaching for each student project team)
11	**Group Project Presentations**
12	Group Project Reflections Topic: Reflection on Team Building versus Team Development Topic: Team-based Reward Systems
13	**Final Examination** (first opportunity)
14	Final Examination (second and third opportunities offered according to students' program regulations)

8. Class data

Course code	Course type	Lecturer(s)	Time and venue

9. Prerequisites and further information

Description of prerequisites and further information

10. Class participation

Not to be confused with attendance, class participation is the practice of engaging your professor and fellow students during presentations and discussions with thoughtful and timely contributions. If you miss classes it will have an impact on your participation points!

Opinions vary, civility is constant. You should feel free to question or disagree with other students; however, such disagreement must be based on the idea and not the person. Respect for your peers and professor is the sine qua non of great discussions and great learning experiences.

DO NOTE THAT EVERY POINT IS EARNED, NOT NEGOTIATED!

11. Plagiarism

Any and all statements contained in any assignment or paper that are based upon ideas or words of another must be properly credited to the original author or source. Paraphrasing the ideas or words of another is acceptable so long as the original author or source is cited. DO NOT quote words or expressions from existing works verbatim without designating the passage as a quote and crediting the source. Any student who plagiarizes the work of any other person (author, professor, student, parent, friend, etc.) is committing academic dishonesty and misconduct. Any student caught committing plagiarism will automatically fail the course.

12. Grade Conversion Table for Courses taught in English

Percentage achieved	Hungarian Grade	ECTS Grade	International Grade	Explanation
97-100	5	A	A+	Excellent
94-96	5	A	A	Excellent
90-93	5	A	A-	Excellent
87-89	5	B	B+	Excellent/Very good
84-86	4	C	B	Good
80-83	4	C	B-	Good
77-79	4	C	C+	Good
74-76	3	D	C	Satisfactory
70-73	3	D	C-	Satisfactory
67-69	3	D	D+	Satisfactory
64-66	2	D	D	Low pass/Sufficient
[51/61]-63	2	E	D-	Low pass/Sufficient
0-[50/60]	1	FX/F	F	Fail, 0 credit
	N		N	No grade received, 0 credit