

TEAM BUILDING- YES OR NO?

Team building is often presented as a way to improve cooperation and create a positive work atmosphere, but in many workplaces it simply does not work. Many employees see these activities as unnecessary, uncomfortable, or disconnected from real problems.

One major issue is that team building takes people away from their personal time. Employees have families, pets, hobbies, and responsibilities outside of work. When a company expects them to join events after work or on weekends, it feels intrusive. Even during work hours, many prefer to focus on their tasks instead of participating in activities that feel artificial.

Another problem is that team building does not fix deeper issues. If a team struggles because of unclear roles, heavy workload, poor management, or one toxic colleague, spending a day playing games will not change anything. Real improvement requires honest communication and structural changes, not forced "fun."

Team building can also reduce productivity. While people are away from their desks, emails pile up and deadlines become harder to meet. Instead of feeling refreshed, employees often return more stressed than before.

Because of these reasons, many workers feel that their time and energy would be better spent on clear expectations, fair leadership, and respectful communication rather than organized group activities.

QUESTIONS:

1. Why do many employees see team building as unnecessary or uncomfortable?
2. What personal responsibilities do workers often prefer over team-building events?
3. Why does organizing team building after work or on weekends feel intrusive to employees?
4. Why might people prefer to focus on their tasks instead of joining activities during work hours?
5. Which deeper workplace problems cannot be fixed by team building?
6. Why doesn't "forced fun" solve communication or cooperation issues?
7. How can team building affect productivity and deadlines?
8. What happens to emails and tasks while employees are away at a team-building event?
9. Why do some employees return from team building feeling more stressed?
10. According to the article, what should companies focus on instead of group activities?

