

GENERAL INFORMATION ABOUT THE PSYCHOLOGICAL FOUNDATIONS OF  
GROUP AND TEAM FORMATION

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**Abstract.** This study examines the data on the psychological foundations of group and team formation. It also explains the psychological needs, emotions, and mental processes that motivate teamwork and the formation of a common group. It also analyzes the basic data on the psychological development of a group after its formation, how psychological communication in a group shapes relationships. Based on psychological theories and the results of modern psychological research, theoretical recommendations are given for the cooperative actions of groups. The main part of our study discusses the educational directions of studying the psychology of groups and teams based on their activities.

**Keywords:** Group formation, team environment, social psychology, group dynamics, interpersonal relationships, leadership, motivation, social influence.

GURUH VA JAMOA SHAKLLANISHINING PSIXOLOGIK ASOSLARI HAQIDA  
UMUMIY MA'LUMOTLAR

**Annotatsiya.** Ushbu tadqiqotda guruh va jamoa shakllanishining psixologik asoslari haqidagi ma'lumotlar mulohaza qilinadi. Shuningdek, jamoaviy hamkorlik qilish va umumiy guruhni shakllantirishga undaydigan psixologik ehtiyojlar, his-tuyg'ular va aqliy jarayonlarni tushuntiriladi. Shuningdek, guruh shakllangandan so'ng uning psixologik rivojlanishi, guruhda psixologik muloqot munosabatlarni qanday shakllantirishi haqidagi asosiy ma'lumotlar tahlil qilinadi. Psixologik nazariyalar va zamonaviy psixologik tadqiqotlar natijalariga asoslangan holda guruhlarning kolloborativ holatda harakat qilishi uchun nazariy tavsiyalar beriladi.

Tadqiqotimizning asosiy qismida guruh tashkillashtirish va jamoalar faoliyatiga asoslangan holda psixologik nazariyalarni o'rganishning ta'limga oid yo'nalishlari muhokama qilinadi.

**Kalit so'zlar:** Guruhni shakllantirish, jamoaviy muhit, ijtimoiy psixologiya, guruh dinamikasi, shaxslararo munosabatlar, yetakchilik, motivatsiya, ijtimoiy ta'sir.

**Introduction**

Knowledge of the psychological foundations of group and team formation is necessary not only for psychologists, but also for educators, managers, and those interested in the development of effective social relations.

The formation of a group is not just a unity of individuals, but a complex process under the influence of cognitive, emotional, and social factors. Social identity, common goals, mutual trust, and forms of communication are some of the elements that determine the transformation of a collection of individuals into a coherent and functional group. In addition, psychological mechanisms such as conformity, social influence, and motivation shape relationships between members and align them with the goals of the group.

Our research focuses on the basic psychological principles of group and team formation.

It examines the stages of group development, factors that enhance cohesion, and the role of leadership and interpersonal relationships in maintaining group stability. By analyzing these foundations, our research seeks to provide a comprehensive understanding of the dynamics that govern human social behavior in a team environment, providing insights that can be applied in professional and everyday life. Several theories have been proposed to explain why people come together and how group structures emerge. The impact stage often involves conflict and negotiation as members assert themselves and test the group structure. Norming is characterized by the establishment of cohesion, shared norms, and cooperation. During the implementation stage, the group works effectively to achieve its goals, while the break stage marks the end of the group's activities and often involves reflection and evaluation. Understanding these stages can help psychologists and group leaders anticipate challenges and make the transition smoother.

Social identification theory also provides a valuable explanation for group formation. By identifying with a group, members gain a sense of belonging, purpose, and self-confidence. This identification motivates group-supporting behaviors, strengthens cohesion, and encourages conformity to group norms. The need for social recognition and the desire to reduce uncertainty in social interactions often motivate people to form or join groups. By combining these perspectives, we gain a deeper understanding of why groups form, how they develop, and what factors contribute to their success or failure. Group cohesion refers to the level of closeness, trust, and unity among team members. Cohesive groups work more effectively, experience less conflict, and show higher levels of satisfaction among members. Several psychological and social factors influence the development of cohesion and overall group dynamics. One important factor is shared goals and purpose. When members clearly understand the group's goals and are committed to achieving them, they are more likely to cooperate and support each other. Finally, external factors such as the team environment, resource availability, or organizational context can influence cohesion and group effectiveness. Groups operating under high stress or competition may increase cohesion, while groups operating under unstable or uncertain conditions may struggle to maintain cohesion. Understanding both internal and external factors is essential for developing functional and resilient groups. In essence, group cohesion and dynamics are shaped by the complex interplay of shared goals, communication, leadership, interpersonal relationships, social influence, and environmental context. Recognizing these factors allows individuals and organizations to create stronger and more effective teams.

Understanding group behavior requires studying the basic psychological mechanisms that govern how individuals interact, make decisions, and influence each other within a group. Several basic mechanisms contribute to the formation, stability, and effectiveness of groups. This refers to the tendency for people to adapt their attitudes, beliefs, or actions to those of the majority.

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Conformity helps maintain harmony and cohesion within groups because members align their behavior with shared norms and expected outcomes. However, if people are forced to conform at the expense of expressing their own unique perspectives, it can stifle creativity and critical thinking. Social influence goes beyond conformity and also includes how people influence each other's thoughts and actions. Groupthink is another psychological phenomenon that occurs when the pursuit of consensus overrides realistic evaluation of alternatives. While groupthink can create the illusion of unity, it can also lead to poor decision-making because members suppress dissenting opinions and critical evaluation. Awareness of this mechanism is crucial for leaders and members who want to balance consensus with thoughtful consideration.

Motivation and reward systems play a critical role in group behavior. Individuals constantly evaluate the trustworthiness, competence, and intentions of their peers. Trust fosters cooperation, reduces conflict, and encourages risk-taking for the good of the group. Studying the psychological underpinnings of group and team formation has not only theoretical but also broad practical applications. By understanding the principles that govern group behavior, leaders, educators, managers, and community organizers can develop more effective, cohesive, and cohesive teams. Knowledge of group psychology in organizational settings can help managers create effective teams. Understanding the importance of shared goals, communication, and trust allows leaders to create team structures that maximize cooperation and minimize conflict.

Leadership styles can be tailored to meet the psychological needs of members, and to encourage motivation and participation. In addition, understanding mechanisms such as conformity and social influence can help managers anticipate group dynamics, ensuring that decision-making processes are balanced and inclusive. In educational settings, teachers and administrators can apply these principles to create collaborative learning groups. Group-based activities benefit from clear goals, supportive peer interactions, and clearly defined roles. By fostering positive interpersonal relationships and building trust among students, teachers can improve academic performance and social development. Community organizers can use their knowledge of psychological mechanisms to build solidarity, encourage cooperation, and resolve conflict. Knowledge of emotional contagion, empathy, and interpersonal cognition allows leaders to effectively manage social tension, creating an environment in which members feel valued and connected. Overall, the practical application of group psychology demonstrates its relevance to everyday life. By applying these concepts, individuals and organizations can create functional, resilient, and adaptive communities that achieve common goals while supporting the personal and social development of members.

### **Conclusion**

In summary, the psychological foundations of group and team formation are the psychological mechanisms of conformity, social influence, motivation, trust, and peer influence that collectively shape how individuals behave in groups. Understanding these mechanisms provides valuable insights for developing healthy, effective, and resilient teams in social, educational, and organizational settings. The psychological foundations of group and team formation reveal the complex interplay between individual behavior and social dynamics.



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