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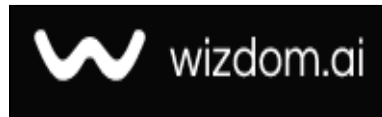
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## TECHNOLOGIES FOR THE FORMATION OF TEAMWORK SKILLS IN CHILDREN OF PRESCHOOL EDUCATIONAL ORGANIZATIONS

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**Abstract.** This article discusses the issues of building a team and technology of teamwork in preschool educational institutions. Also, the results of the analysis of the concepts “team building”, “team skills”, “team spirit” are presented. In particular, the article provides ways to create ideal teamwork, as well as pedagogical, psychological and organizational conditions for teamwork methodology.

**Keywords:** preschool education, teamwork, “team building”, “team skills”, “team spirit”.

### Introduction

Today, a number of topical problems of modern preschool pedagogy include the problem of the readiness of the growing generation in the current socio-economic conditions:

- to various types of activities;
- to the creative fulfillment of specific life tasks;
- readiness for work and life.

In the process of mastering social activities, a socially active pupil of a preschool educational institution must develop the skills of self-organization, collective and team activities. Therefore, for the realization of teenage aspirations, the optimal forms are children's teams or groups, or the so-called public associations - the formation of children, united on the basis of common interests to achieve goals. [1].

### Main Part

Consistency is very important in this process. However, a team of children and a team of like-minded people do not always mean the same thing. In the first case, the efficiency is proportional to the number of children. In the second, the result of collective investments in many respects exceeds the sum of the efforts expended by individual students. History shows that it is impossible to succeed alone, even Einstein at one time needed the help of a comrade in order to continue his scientific activities. There are many examples in history when it was the help of close comrades that helped to make unimaginable discoveries. It is extremely difficult to achieve success alone, and the skill of working and building communication in a team is also necessary for a child. We live in a modern world, and the ability to work in a team must be formed from an early age. In any team, people with different temperaments, characters and lifestyles work. It is necessary that these features do not become an obstacle in the work of the team.

Team building is, first of all, a tool that every person needs. The idea of team



building itself is not new. It has long been used by the military, security, fire, rescue and other emergency services. They train in order to work out the coherence of actions under any conditions, to bring them to automatism, thereby significantly increasing the likelihood of a favorable outcome of a particular situation. Although team building originally originated in the business community (ultimately as an effective tool to increase sales), it is also quite applicable as a technology to increase the efficiency of the professional activities of any team. Team building is an adult event that addresses issues of intra-corporate team building, cohesion, strengthening culture, and so on. But not many people think that there is also such a thing as "children's team building" and Russia is one of the founders of this phenomenon. The history of children's and youth team building dates back to the days of preschool educational organization, tours and multi-day outings. It was then, in the distant past, that "Children's Team Building" was born [2].

What is team building and why is it so interesting for teenagers. In childhood and adolescence, communication and friendship are much more important than in adults. All children love to play, and team building is sometimes fun, fast, interesting, exciting, and sometimes calm team games. Teambuilding for children is built in such a way that children of almost any age can participate. All team games for children teach them to communicate with each other and with adults. They teach to support each other, worry, liberate, learn to work in a team and win. In other words, children's team building is not just a sports and entertainment event aimed at having fun. These are targeted tasks in an unobtrusive game form, which are designed to unite the children's team, teach children to talk and negotiate among themselves, make friends and support each other, teach mutual assistance and mutual assistance. This is a kind of tool that strengthens the whole team [3].

Children's team building is a full-fledged system of forming intra-group informal friendships, revealing the personal potential and leadership qualities of each participant, developing a sense of responsibility and mutual assistance, searching for new ways of communication and dialogue. In a game form, in an interactive format, through simple but effective tasks that are set for the guys, they learn to achieve some victories together, sports results, tune in to success, where everyone shows himself and contributes a piece of his skill to the common cause [4]. In order for the team to take the first positions, it is necessary to pass all the tests together and smoothly.

Most of these games do not require any equipment at a children's party, they can be played in an ordinary yard, and even indoors. After each of the exercises, it is necessary to discuss with the children the actions that they took to complete the task, find out which of them worked and which did not, what they could learn.

### **How to teach a child to work in a team?**

All children love to play, however, not everyone is a team player. And it's not just about games. How to teach a child to work in a team? In order for a child to be able to work in a team, he must be able to cooperate. Children are taught this from childhood [1].

Teamwork can be developed in several ways:

In no case can children be compared in any way. This will only cause aggression towards each other. Don't get too carried away with competitive games. If the child feels his insignificance, he will be unfriendly towards the opponent. And this cannot be allowed. When playing, it is best to use the pronoun "we".

In this way, the team spirit will develop, there will be no better or worse. Such a scheme should be used not only in games, it is possible, for example, in creativity. You should entrust the children to create any composition together. At the same time, highlight the importance of each child. After completing the task, absolutely everyone deserves praise [1]. You can't forget about anyone.

From childhood, you need to explain to the child that there are certain rules in society. They are distributed both in the kindergarten and on the playground, school, etc. Their observance leads to friendly relations. Such rules can be depicted with children in the form of one joint drawing. Where good behavior will be the color that children like, and bad behavior, the color that they do not like. In the picture, everything will be clear and clear. When accustoming a child to a team spirit, you do not need to worry that he will lose his leadership qualities. On the contrary, he will learn to develop them among other children. A child learns to communicate primarily through the example of his parents. Therefore, you should always control your actions and emotions. Parents should:

- give the child freedom of choice;
- do not leave the child alone with his problems;
- allow yourself to make comments;
- this will emphasize its importance;
- let your child learn from their own mistakes;
- appreciate your child for who he is;
- help overcome difficulties and fears along the way.

For children, team building is a way by which children in a team get closer and build communication with each other. It's a team building tool. When various competitions are held, children learn to interact with each other. Often team building activities for children are run by primary school teachers who want the children in the class to make friends [2].

To play most of the games offered below, inventory is practically not required. In addition, you can conduct team building in nature, indoors, on the playground for a large number of children. And, of course, you need to spend it in an entertaining way, using some kind of vivid plot. It's time to move beyond traditional thinking. Down with the slogan "Every man for himself!" It's time for team decisions. To feel the shoulder of a friend, the support of the team, interaction with each other will help the team game "Children's Team Building" [2]

So, let's figure out what team building is and why it is so interesting for teenagers. Team building is an opportunity to get to know your team better. Team building is a way to make communication more effective, it is important to understand that team building is a strategic tool for building and strengthening a team, and not just outdoor recreation with interesting competitions. Children need to learn to understand each other and perform complex tasks together, relying on efficiency. In order for the team to take the first positions, it is necessary to pass all the tests together and smoothly.

The options for crediting completed tasks are different: from points earned to the number of tips collected. The program "Children's Team Building" is intended for



children from 5 years old. At this age, children are already quite ready to assess the current situation, overcome difficulties and clearly understand their role in a large and complex mechanism.

Gamification is often confused with game learning. Unlike edutainment, where the source of knowledge is the game itself, gamification is the inclusion of game elements (for example, school olympiad prizes and medals) into the boring and routine processes of reality. A good example of gamification is described by Mark Twain in the story where Tom Sawyer so skillfully motivated his friends that they lined up to paint the aunt's fence [5].

Basic principles of game learning [6]:

1. Information is presented gradually. The general task of the game is divided into several simple and small ones. Success situations help keep you motivated and interested in the main goal.
2. The gradual complication of tasks gives a sense of progress and an incentive to move forward.
3. Instant feedback is needed so that the child immediately sees the results of his actions and understands whether he is playing the game correctly.
4. Achievements and Rankings - Rewarding players instills a spirit of healthy competition [7].

What should a child be taught to make it easy for him to work in a team?

1 Everyone does their own thing.

If your child can draw, dance, sing, etc. well at the same time, then in a team, most likely, he will have to perform only one kind of activity. Because from the fact that one person will do everything, and the rest will do nothing at all, success is unlikely to be achieved. Explain that it is better to do one thing, but qualitatively, than to take on too many tasks at the same time, even if your child can do it better. Practice at home, for example, put on an impromptu performance where you need to distribute roles between mom, dad and child. Ask him what he most wants to do: sing, dance or recite a poem? After such a mini-performance, discuss what he understood during the teamwork, how correct it was that the roles had to be assigned, etc. [2].

2. Discussions and general agreement.

In teamwork, it is very important to listen to everyone's opinion and come to common compromises. It is wrong to clarify and prove one's point of view in a raised voice, it is right to clearly argue why it is necessary to do this and not otherwise. Discuss plans should be calm, trying to express your thoughts as clearly as possible. It's also important to ask everyone who wants to say, and not just be based on 1-2 opinions.

3. A child is not the "navel of the earth."

Another important point in the ability to work in a team is to let the child understand that there are other points of view in this world that are different from his own. And if the majority in the team voted for a different decision, then you should not be upset and offended, even if he believes that others are wrong.

It is necessary in this case to agree with the majority. Or, once again, try to give such arguments that will help prove the opposite, and win over the majority.

Also explain that people make mistakes sometimes, and there is absolutely nothing wrong with that. Instill in your child respect for others and their views. Also say that you should never get personal.

If he doesn't like something from what was voiced by one of the team members,

then it would be more correct to say in this case, “Your opinion is wrong, because ...” (be sure to give arguments), and not “You are stupid and don’t understand anything.”

It can be very difficult for children to learn to hear someone other than themselves, and the task of parents is to convey to him the fact that there are other people in this world whose opinion must be taken into account, and also to be able to interact with them correctly so that no one is offended and everyone benefited from the common cause.

The ideal solution for practicing teamwork and within collective relationships is team building.

Team building in kindergarten is a complex process consisting of several components. These include:

1. Formation and development of teamwork skills (team skills), which are the basis of the team management implementation system [2]. This includes the following skills:

- harmonization of the common goal with the goals of each team member;
- taking responsibility for the results of the team's work;
- situational leadership (leadership for the task) and flexible style changes in accordance with the characteristics of the task;
- constructive interaction and self-management;
- adoption of a single team decision and its coordination with team members.

2. The formation of a team spirit (in English literature - team spirit), that is, a set of psychological phenomena that characterize the informal relationship of children to peers and the preschool educational organization as a whole. The development of team spirit, in fact, is a set of measures aimed at:

- strengthening the sense of cohesion, the formation of a stable sense of "we";
- building trust between the guys, understanding and accepting each other's individual characteristics, creating motivation for joint activities;
- creation of experience of highly effective joint actions;
- increasing the informal authority of counselors;
- development of loyalty of program participants in relation to the children's program of the kindergarten.

Team spirit – teambuilding programs aimed at raising team spirit. As a rule, such a training or team game takes place on positive emotions, without a deep study of the experience gained, it can be combined with a preschool educational organization events.

Team spirit - team building programs aimed at raising team spirit, breaking down barriers and developing cohesion. Any non-standard situation makes the guys take off the mask and become what they are - this gives a good result for subsequent work in the team ... Strong emotions experienced together create a sense of unity.

## Conclusion

Teambuilding exercises can be carried out with two different pedagogical goals: to show the group that they are not yet an ideal team, or, on the contrary, to give the group a feeling of a powerful, strong, cohesive team. Also, team building exercises often touch

upon issues of effective communication, the distribution of roles in a group.

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