The main reasons **Ringelman** identifies for this behaviour are:

* The perceived equity of effort - the notion of fairness - and if other team members feel that individuals are not putting in as much effort, they too will withdraw;
* The dispersion of responsibility allows people to feel that they are hidden within the crowd/team and so their contribution, or lack of it, will go unnoticed;
* There can be a negative impact of group reward which causes team members to not wish to put in extra effort as the reward will be dispersed equally amongst all members and no one will be singled out for personal praise or reward;
* When there are problems of co-ordination, people get in each other's way when performing tasks and they become unclear as to who should be doing what. This causes individuals to become de-motivated and withdraw their effort.