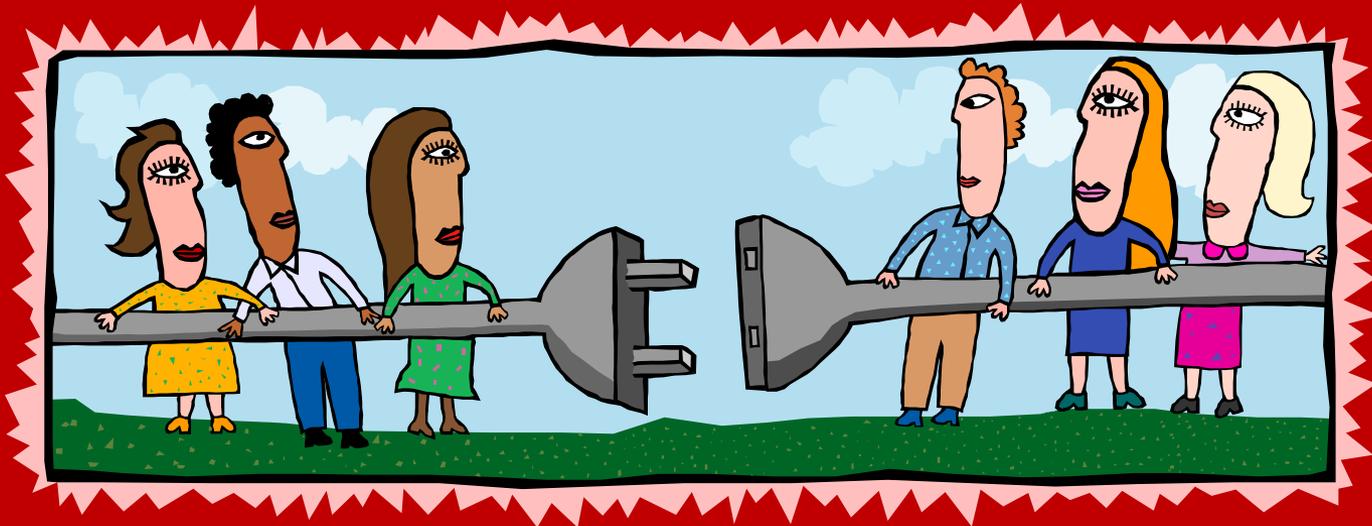
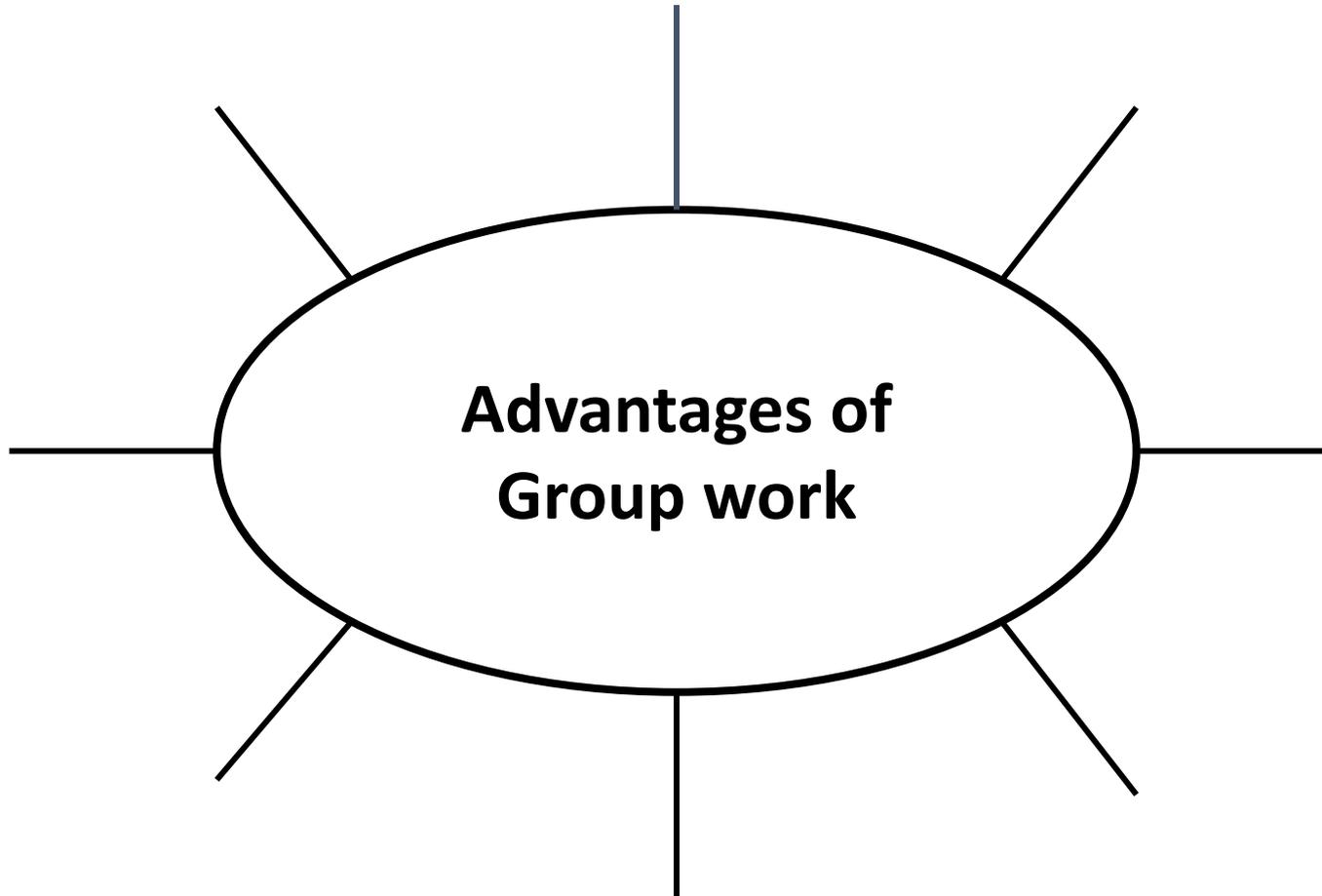




Group Dynamics





Reflect on a positive and a negative experience you have had of working in a group. What was it that made the experience good or bad?

The Roles People Play in Groups



Task Roles:

1. Initiating: proposing task or goals; defining a group problem; suggesting procedure or ideas for getting the task accomplished.
2. Information or Opinion Seeking: Requesting facts; seeking relevant information about a group concern; asking for suggestions, ideas or opinions.

The Roles People Play in Groups



Task Roles:

3. Information or Opinion Giving: Offering facts; providing relevant information about group concerns; stating a belief; giving suggestions, ideas or opinions.
4. Clarifying: Interpreting or reflecting ideas and suggestions; clearing up conclusions; indicating alternatives and issues before the group; giving examples; defining terms.

The Roles People Play in Groups



Task Roles:

5. Summarizing: Pulling together related ideas; restating suggestions after group has discussed them; offering a decision or conclusion for the group to accept or reject.
6. Consensus Testing: Checking with the group to see how much agreement has been reached and how ready the group members are to consider a decision.

The Roles People Play in Groups



Maintenance Roles:

1. Encouraging: Being friendly, warm and responsive to others; accepting others and their contributions; regarding others by giving them an opportunity to contribute or be recognized.
2. Harmonizing: Attempting to reconcile disagreements; reducing tension; getting people to explore their differences.

The Roles People Play in Groups



Maintenance Roles:

3. Expressing Group Feelings: Sensing feelings, mood, relationships within the group; sharing own feelings with other members.
4. Gate-keeping: Helping to keep communication channels open; facilitating the participation of others; suggesting procedures that permit sharing remarks.

The Roles People Play in Groups



Maintenance Roles:

5. Compromising: When own ideas or status are involved in a conflict, offering a compromise which yields status; admitting error; modifying ideas in interest of group cohesion or growth.
6. Standard Setting and Testing: Checking whether the group is satisfied with its procedures; suggesting new procedures where necessary.

The Roles People Play in Groups



Hindering Roles:

1. Dominating: Asserting authority or superiority to manipulate the group or certain members; interrupting contributions of others; controlling; patronising.
2. Withdrawing: Removing self psychologically or physically from the group; not talking; answering any questions briefly.

The Roles People Play in CIDT Groups

Hindering Roles:

3. Avoiding: Changing the subject; uncomfortable with conflict; frequently absent.
4. Degrading: Putting down others' ideas and suggestions; deflating others' status; joking in a barbed or sarcastic way.

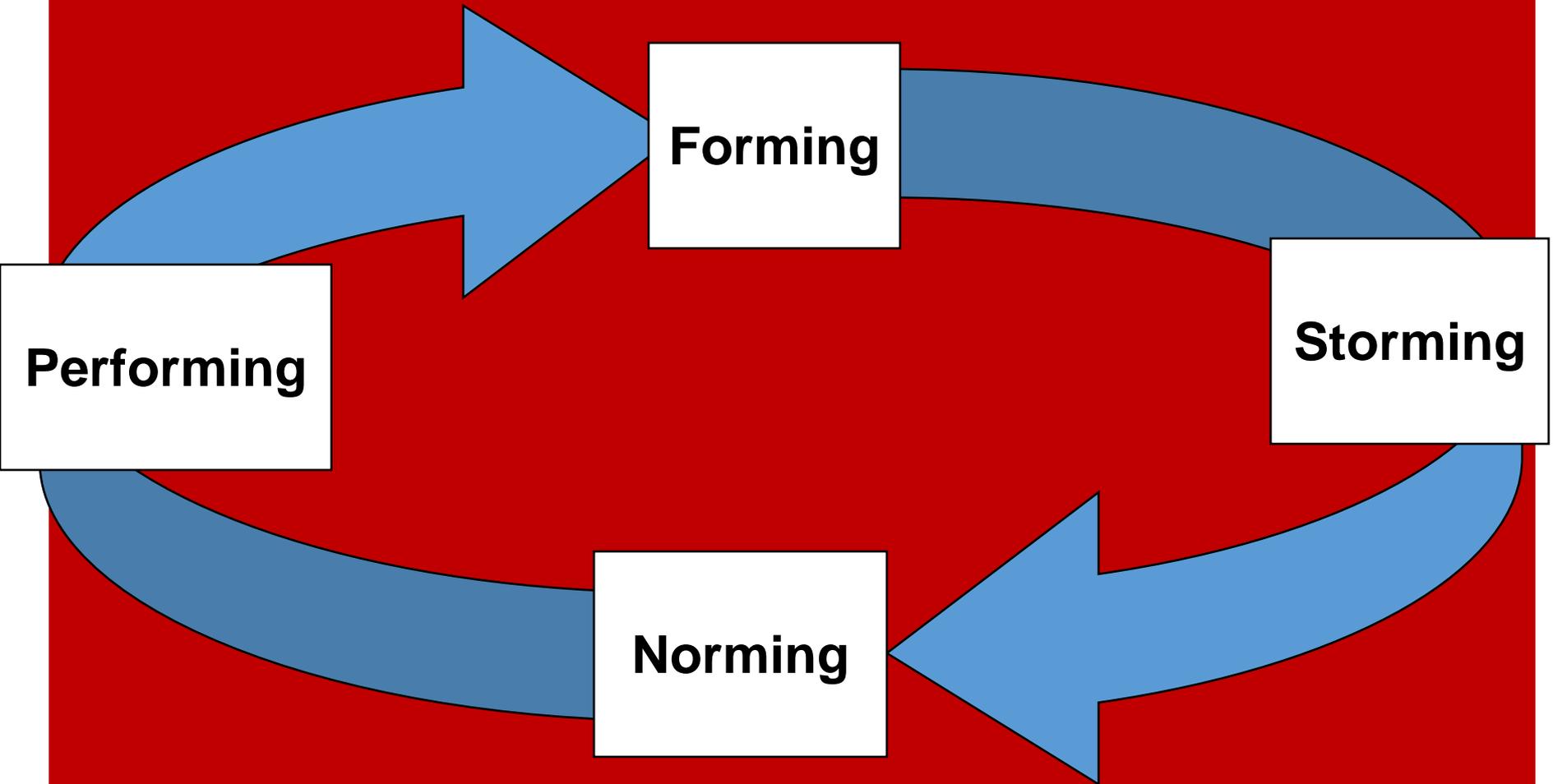
The Roles People Play in Groups



Hindering Roles:

5. Uncooperative: Disagreeing and opposing ideas; resisting stubbornly the group's wishes for personally oriented reasons; using hidden agenda to thwart group's progress.
6. Side Conversations: Whispering and having private conversations across the table with another person.

The Life Cycle of Groups

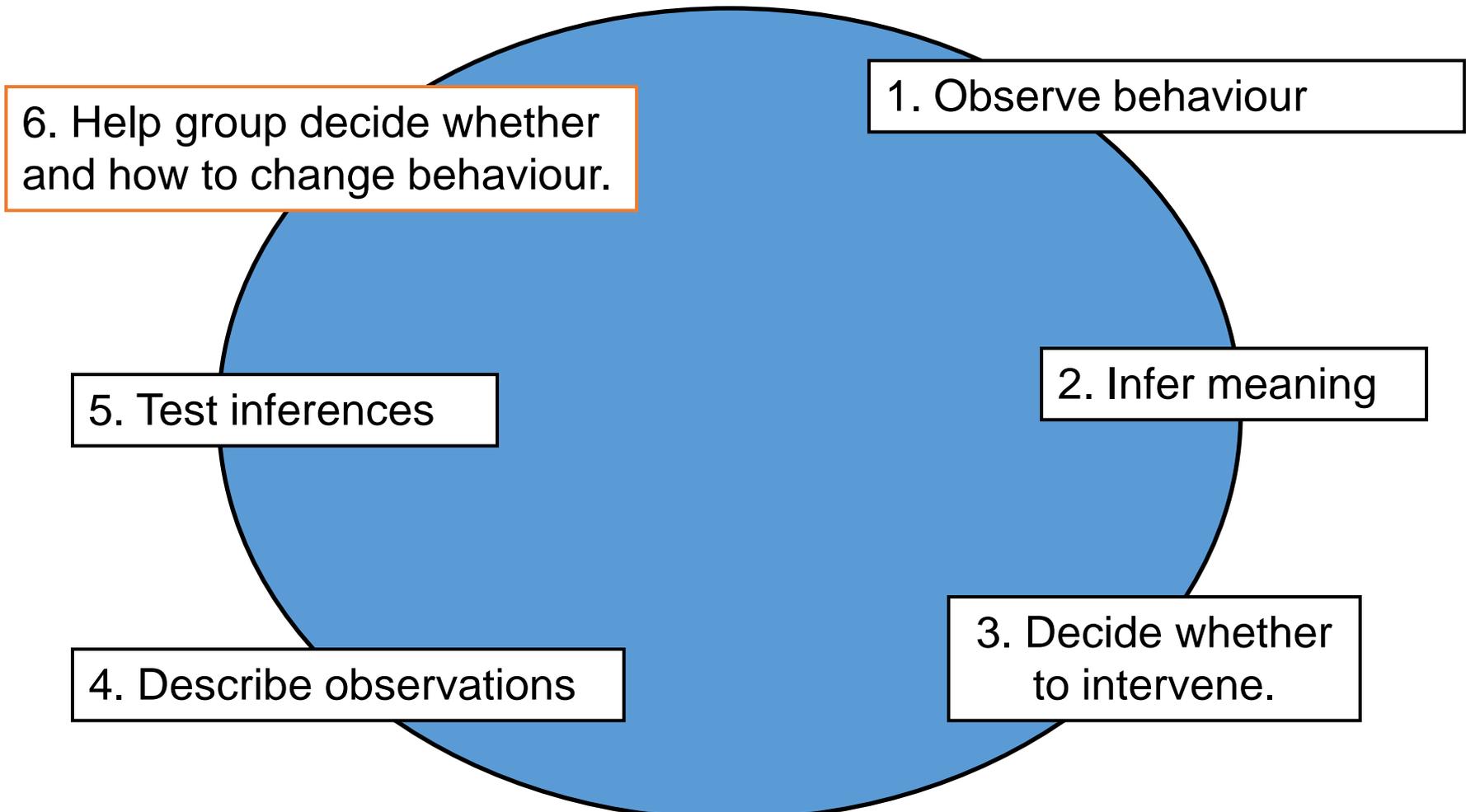


Group Task

Look at the four scenarios. Discuss how would you, as a facilitator, manage each situation.

Diagnosis-Intervention Cycle

(Schwarz 1994)



6. Help group decide whether and how to change behaviour.

1. Observe behaviour

5. Test inferences

2. Infer meaning

4. Describe observations

3. Decide whether to intervene.

Intervention steps

Diagnosis steps