

Group Dynamics

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Group Dynamics

“There is no such thing as a 'self-made' man. We are made up of thousands of others. Everyone who has ever done a kind deed for us, or spoken one word of encouragement to us, has entered into the make-up of our character and of our thoughts, as well as our success.”

-George Matthew Adams

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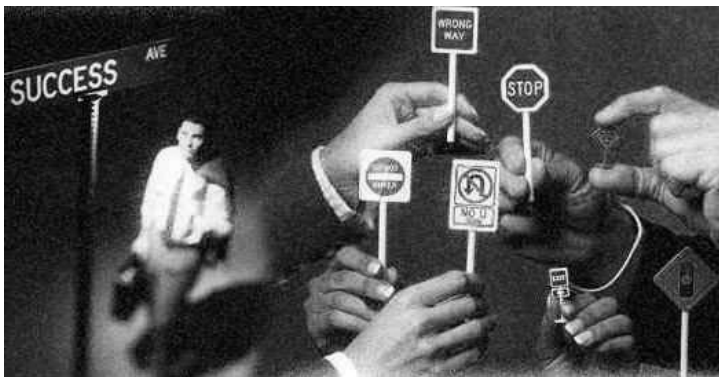
Group dynamics

Group dynamics examines the way people behave in groups and attempts to understand the factors that make a group more effective. It describes the way people behave in groups. It relates to the interactions and relationships.

Group dynamics affects the quality of communication, decision-making, interaction, cooperation, negotiation, and trust. Establishing shared ways of operating and shared responsibilities is part of the process.

What does Group Dynamics Do?

- Provides group members with an analysis and understanding of small group structure and function with emphasis on leadership, membership, attitude formation, value formation, and role theory.
- Acquaints members with basic methods of effective management and situation control.
- Provides practical application of small group principles to situations.



*A great leader gets dedication,
respect, commitment and results.*

A great manager gets a gold watch.

What will you get?

Tuckman's 5 Stages of Group Development

1. *Forming Stage:* Personal relations are characterized by dependence.
2. *Storming Stage:* Competition and conflict in the personal-relations dimension an organization in the task-functions dimension.
3. *Norming Stage:* Interpersonal relationships are characterized by cohesion.
4. *Performing Stage:* Not attainable for all groups True interdependence is reached.
5. *Adjourning Stage:* Termination of task behaviors and disengagement of relationships.

Roles Members Play and their Contributions and Weaknesses

A variety of crucial roles need to be filled to ensure group goal accomplishment and success. Roles are distributed among three categories:

- **Task** (*Primarily expressed through trying to accomplish group tasks*) Examples include: initiator, contributor, information seeker, elaborator, orientator, energizer, recorder
- **Maintenance** (*Orientated toward improving relationships among members*) Examples include: encourager, harmonizer, compromiser
- **Self-Orientated** (*Focuses on personal needs regardless of group concerns*) Examples include: aggressor, recognition-seeker, dominator, blocker
- The kinds of observations you make or establish will give you clues to important things which may be going on in the group.
- Observing group dynamics requires patience and the ability to focus on everyone in the group.
- Paying attention to these questions and roles can help you to better understand how the group is affecting its members and vice versa.
- Understanding how the group interacts will help you to take small steps and lead the organization into a more productive direction.

Some information adapted from UNLV Student Organization Officer Leadership Tips

Handling Confrontation

- **Clarify Objectives** – Clarifying and reaching agreement on objectives is an important step.
- **Strive for Understanding** – Always help participants understand the what, where, when, why, how and how much of an issue.
- **Speak Rationally** – Emotions run high when people are involved, stay focused, as much as possible on what is known.
- **Generate Alternatives** – Encourage participants to look for new and different ways of tackling the same issues.
- **Table the Issue** – This is a strategic way of helping participants process the issues in a way that may be best for everyone involved.
- **Use Humor** – A timely use of good humor can reduce the tenseness of confrontation. Remember, **good humor!**