

ABOUT GROUPS

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Characteristics of a Group

Dimensions of Group Process

Group and Individual Decision Making

Socioemotional Climate

Interaction Process Analysis

Traits of Effective Groups

DEFINING A GROUP

- 1. Sufficiently small number of people**
- 2. Mutually inter-dependent purpose**
- 3. Belonging or membership**
- 4. Oral interaction**
- 5. Accepted norms and procedures of behavior**

DIMENSIONS OF GROUP PROCESS

Social Dimension

**relationships of group members
with each other**

Task Dimension

**relationship between group members
and the work to be performed**

QUALITIES OF GROUP DIMENSIONS

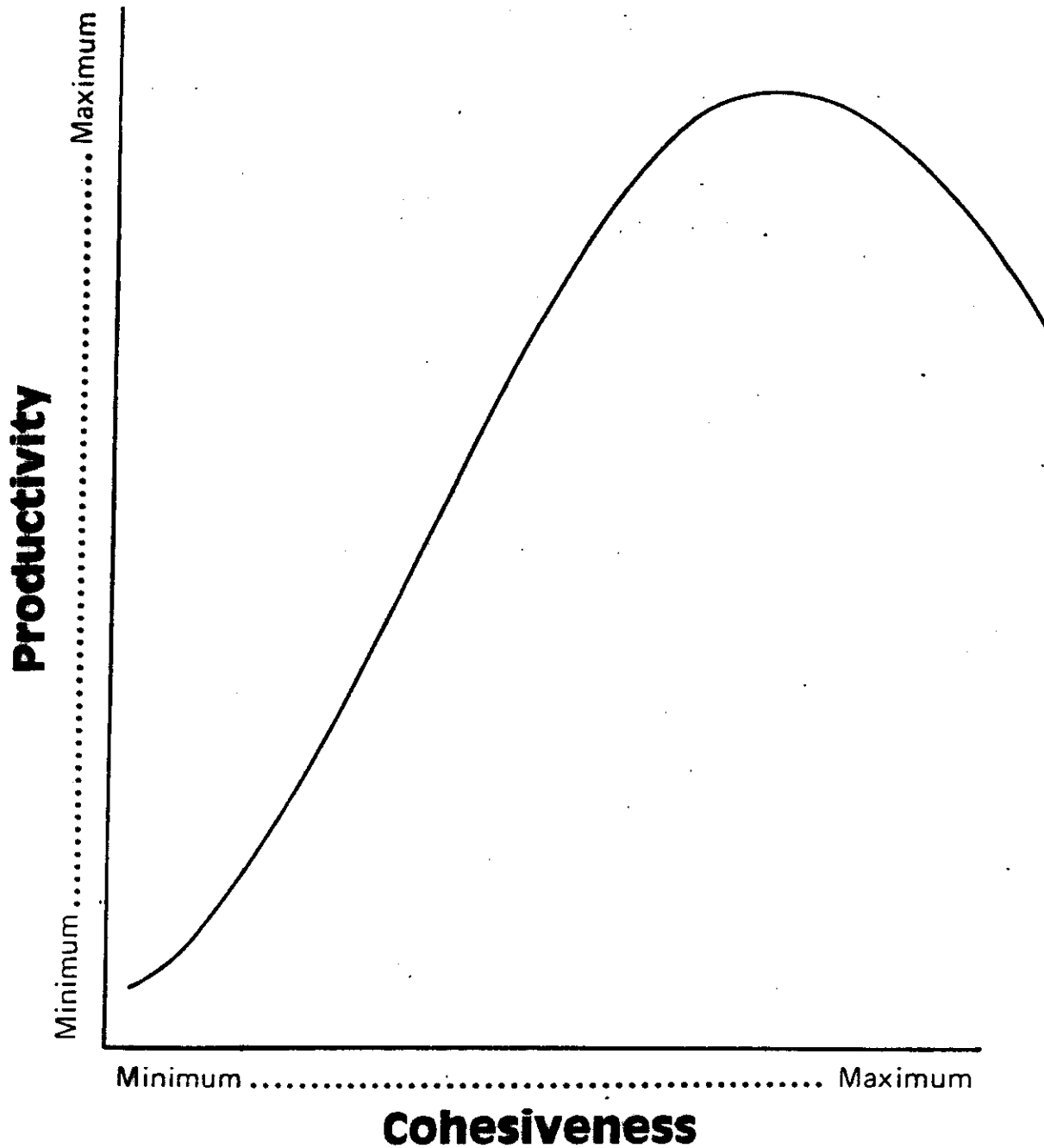
COHESIVENESS

- Social Dimension

PRODUCTIVITY

- Task Dimension

COHESIVENESS-PRODUCTIVITY RELATIONSHIP



ACHIEVING GROUP CONSENSUS

- **The Risky Shift**
- **Efficiency and Speed**
- **Decision Situations**

THE RISKY SHIFT

**Groups tend to gamble
more than will their
individual members**

EFFICIENCY AND SPEED

Abominably slow

Must establish a history

Short effective attention span

DECISION SITUATIONS

Need a "socio-political" decision

Need a "better" decision

SOCIOEMOTIONAL CLIMATE

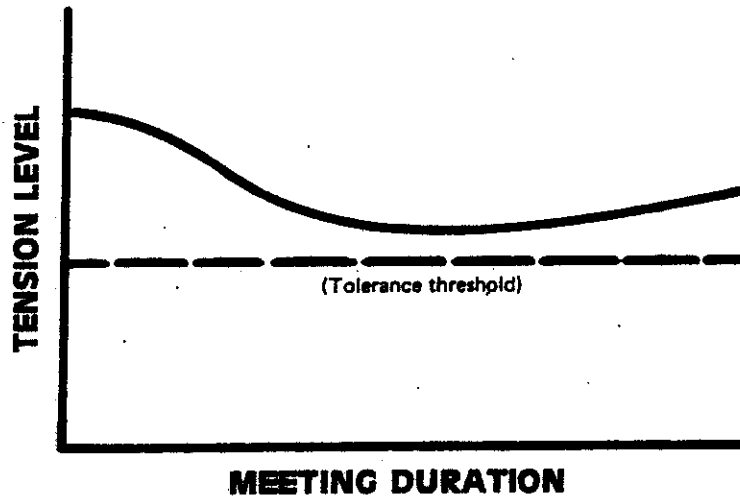
Primary Tension

early stages of group development

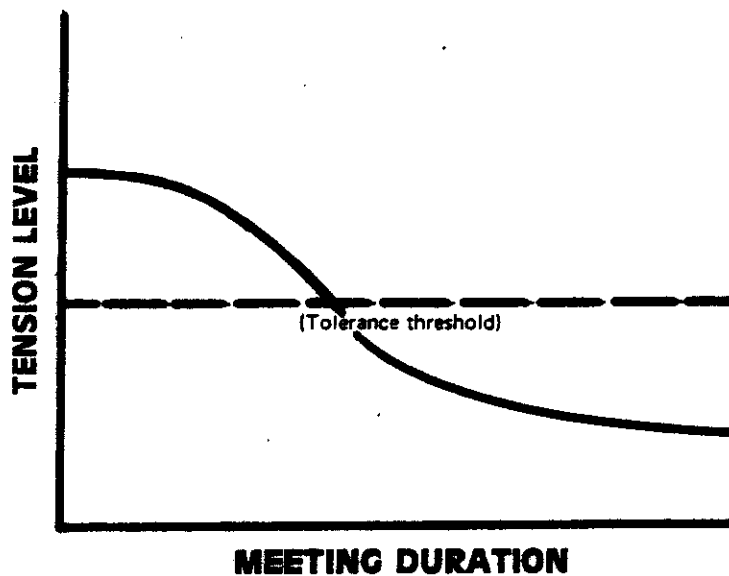
Secondary Tension

disruptive periods in group routines

PATTERNS OF TENSION #1

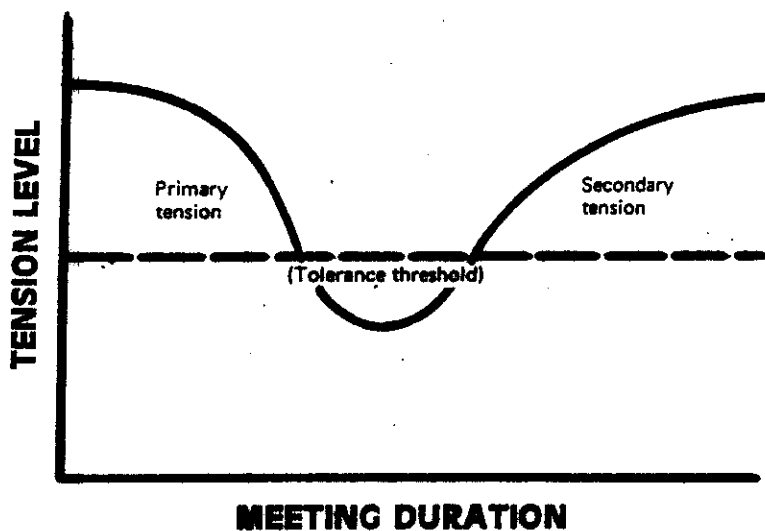


Uncontrolled Primary Tension

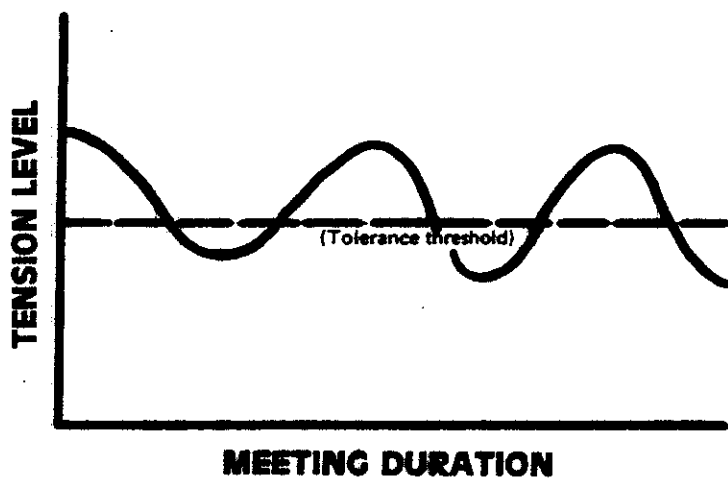


Absence of Secondary Tension

PATTERNS OF TENSION #2



Uncontrolled Secondary Tension



Periodic Secondary Tension

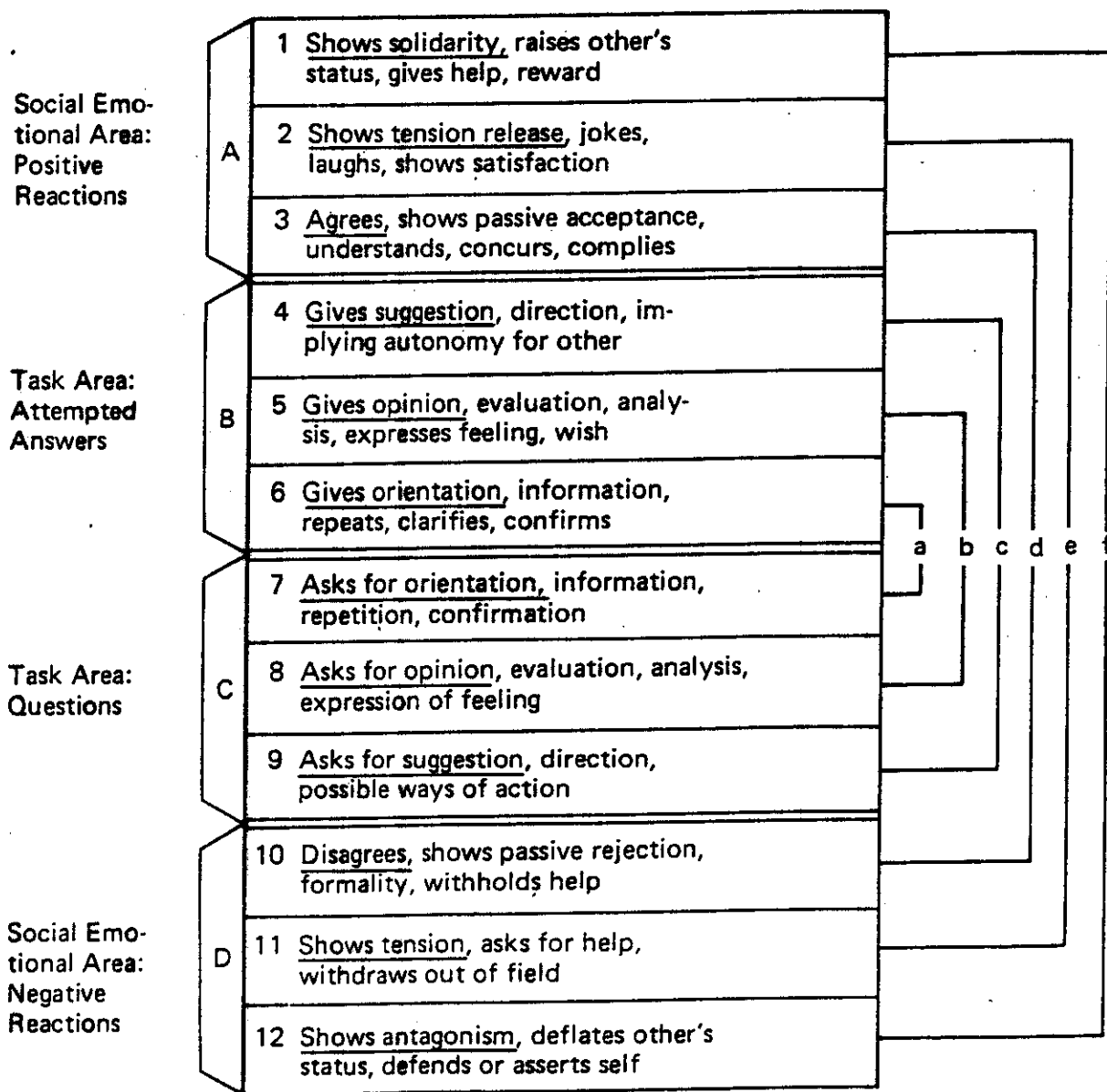
SUCCESSFUL TENSION MANAGEMENT

Confront
social problems
head-on

STAGES OF GROUP PROCESS

- 1. Orientation**
- 2. Evaluation**
- 3. Control**

INTERACTION PROCESS ANALYSIS



TRAITS OF EFFECTIVE TEAMS #1

- 1. Common goals**
- 2. Leadership**
- 3. Interaction and involvement of all members**
- 4. Maintenance of individual self-esteem**
- 5. Open communication**
- 6. Power within the group to make decisions**
- 7. Attention to both process and content**
- 8. Mutual trust**
- 9. Respect for differences**
- 10. Constructive conflict resolution**

TRAITS OF EFFECTIVE TEAMS #2

- 1. Shared leadership roles**
- 2. Individual and mutual accountability**
- 3. Specific team purpose**
- 4. Collective work products**
- 5. Open-ended discussions and active problem-solving meetings**
- 6. Performance measured by the assessment of the collective work products**
- 7. Discussions, decisions and real work done together**