

Group Dynamics

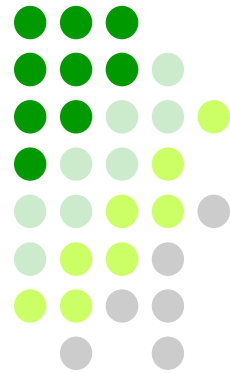
Healthy Characteristics of an Organization

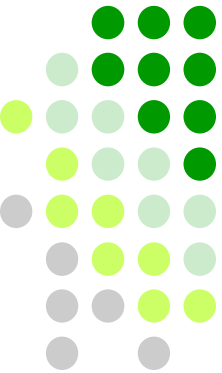
Rate your organization with regard to the following healthy characteristics:

1. Objectives or goals for the group are widely shared by members and there is a strong flow or energy toward those goals. There is also a sense of team play in planning, performing, and sharing responsibility.
2. Members in the organization freely express their understandings of difficulties because they are confident that problems can be resolved.
3. Decision-making is determined by factors such as ability, sense of responsibility, availability of information, workload, and timing.
4. The judgment of regular members is respected and solicited, often beyond the limits of their assignments.
5. Personal feelings, needs, and relationships are considered with every problem to be resolved or action to be taken.
6. Collaboration is welcomed; individuals readily request the help of others and, in turn, are willing to provide assistance.
7. Conflicts are considered important to decision making and personal growth.
8. Everyone has a stake in implementing or suggesting new, different ideas.
9. An organization is healthy when people are excited about their activities and programs.
10. Relationships are honest and supportive.
11. Leadership is flexible, shifting both in style and between individuals to deal with the situation.
12. Poor performance is confronted and a joint solution is decided upon.
13. Organizational structures and policies are intended to facilitate action and to protect the long-term health of the organization.
14. There is a sense of both order and innovation about the organization.

Basic Needs of People in a Group

- ◆ Sense of belonging
- ◆ Sense of sharing
- ◆ Sense of planning
- ◆ Feel their goals have a purpose
- ◆ Want to be heard
- ◆ Goals are attainable and valuable
- ◆ Want to make a difference
- ◆ Need to know what is expected of them





How to Be A Good Group Member

1. Don't be afraid to speak up
2. Don't fight over the ownership of ideas
3. Listen thoughtfully and critically to others
4. Don't monopolize the discussion
5. Take part in friendly disagreements
6. Go to meetings with questions in mind
7. Be action-minded
8. Learn to listen

Groups Can Learn to Work Together

- ◆ Share your feelings and ideas—draw on facts and personal experiences
- ◆ Encourage others to express themselves freely and openly
- ◆ Help group members understand each other
- ◆ Listen actively and let others know that they are, or are not, understood
- ◆ Build on other's contributions
- ◆ Help resolve misunderstandings, conflicts, and problem situations instead of relying on someone else to do it
- ◆ When you feel the discussion is "off track", help the group focus and decide if the digression is more important than the original topic

Effective Group Practices

- ◆ Members do not ignore or ridicule seriously intended contributions
- ◆ Members check to make sure they know what a speaker means by a contribution before they agree or disagree
- ◆ Each member speaks only for him/herself and lets other speak for themselves
- ◆ All contributions are viewed as belonging to the group, to be used or not used as the group decides
- ◆ All members participate but in different and complementary ways
- ◆ Whenever the group senses it is having trouble getting work done, it tries to find out why
- ◆ People support what they help to create. The group makes decisions together and openly
- ◆ The groups attempts to make consensus decisions. However, when majority decisions are made, members accept it and work together, even if they may not have agreed with the majority decision
- ◆ The group brings conflict into the open and deals with it

Adapted from LeaderBits, The University of Kansas