

Group roles & dynamic

10:15 – 11:45

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Thinking styles

Identify the focus of your thinking in a particular context or setting.

Do you tend to pay the most attention to

- ideas,
 - process,
 - action,
 - relationships?
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- For example, in the morning as you contemplate the day ahead, do you tend to think about the problems you need to solve, the plans you need to make, the actions you need to take, or the people you need to see?

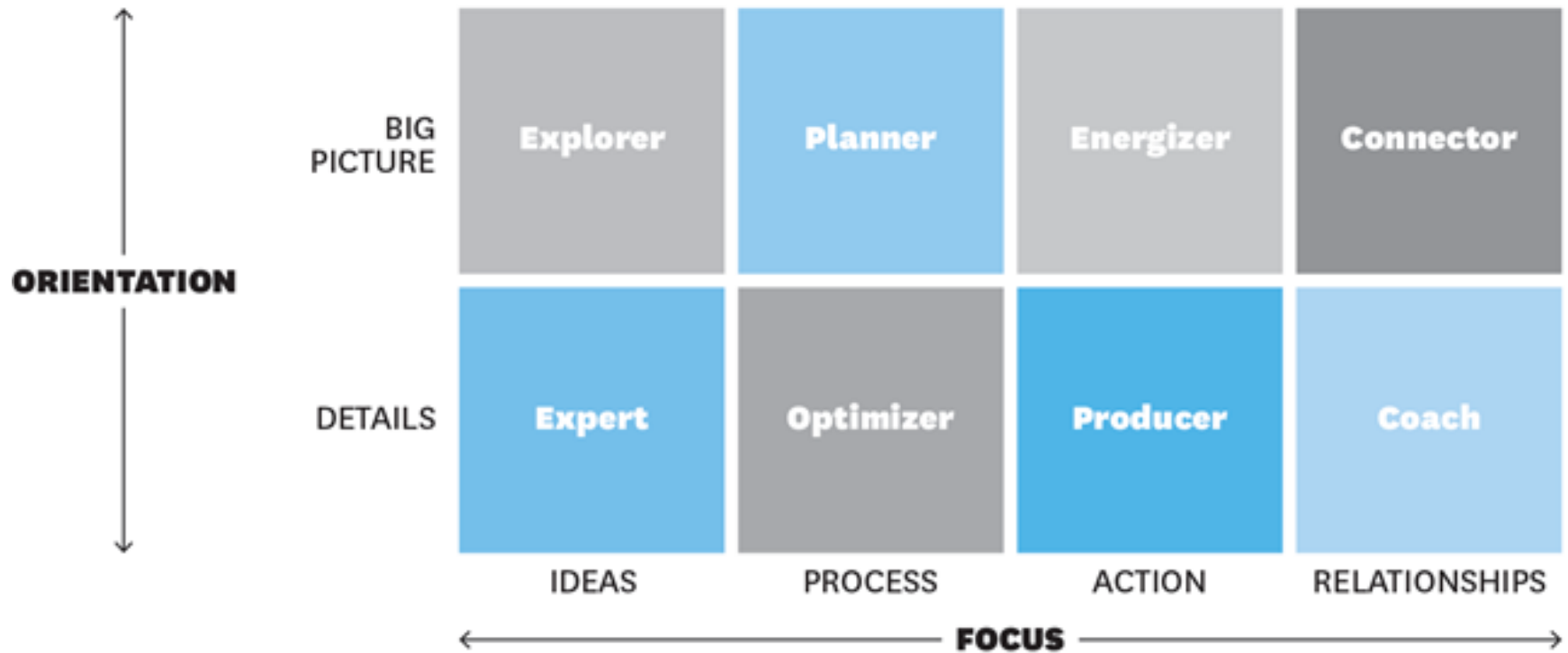
Thinking styles

Notice whether your orientation swings toward the micro or the macro — the big picture or the details.

Think about what tends to bother you in groups. Are you more likely to complain about:

- getting dragged into too much details, stories or about
- things being too general and on a shallow water?

Thinking styles



Thinking styles

- **Explorer** thinking is about generating creative ideas.
- **Planner** thinking is about designing effective systems.
- **Energizer** thinking is about mobilizing people into action.
- **Connector** thinking is about building and strengthening relationships.
- **Expert** thinking is about achieving objectivity and insight.
- **Optimizer** thinking is about improving productivity and efficiency.
- **Producer** thinking is about achieving completion and momentum.
- **Coach** thinking is about cultivating people and potential.

Group roles

Roles Played by Group Members

Task oriented roles

Initiators:

Contributors
Recommend new solutions to group problems.

Information Seekers:

Attempt to obtain the necessary facts.

Opinion Givers:

Share own opinions with others

Energizers:

Stimulate the group into action whenever interested

Relations oriented roles

Harmonizers:

Mediate group conflicts

Compromisers:

Shift own opinions to create group harmony.

Encourages:

Praise & encourage others

Expeditors:

Suggest ways the group can operate more smoothly.

Self oriented roles

Blockers:

Act stubborn and resistant to the group.

Recognition seekers:

Call attention to their own achievements.

Dominators:

Assert authority by manipulating the group

Avoiders:

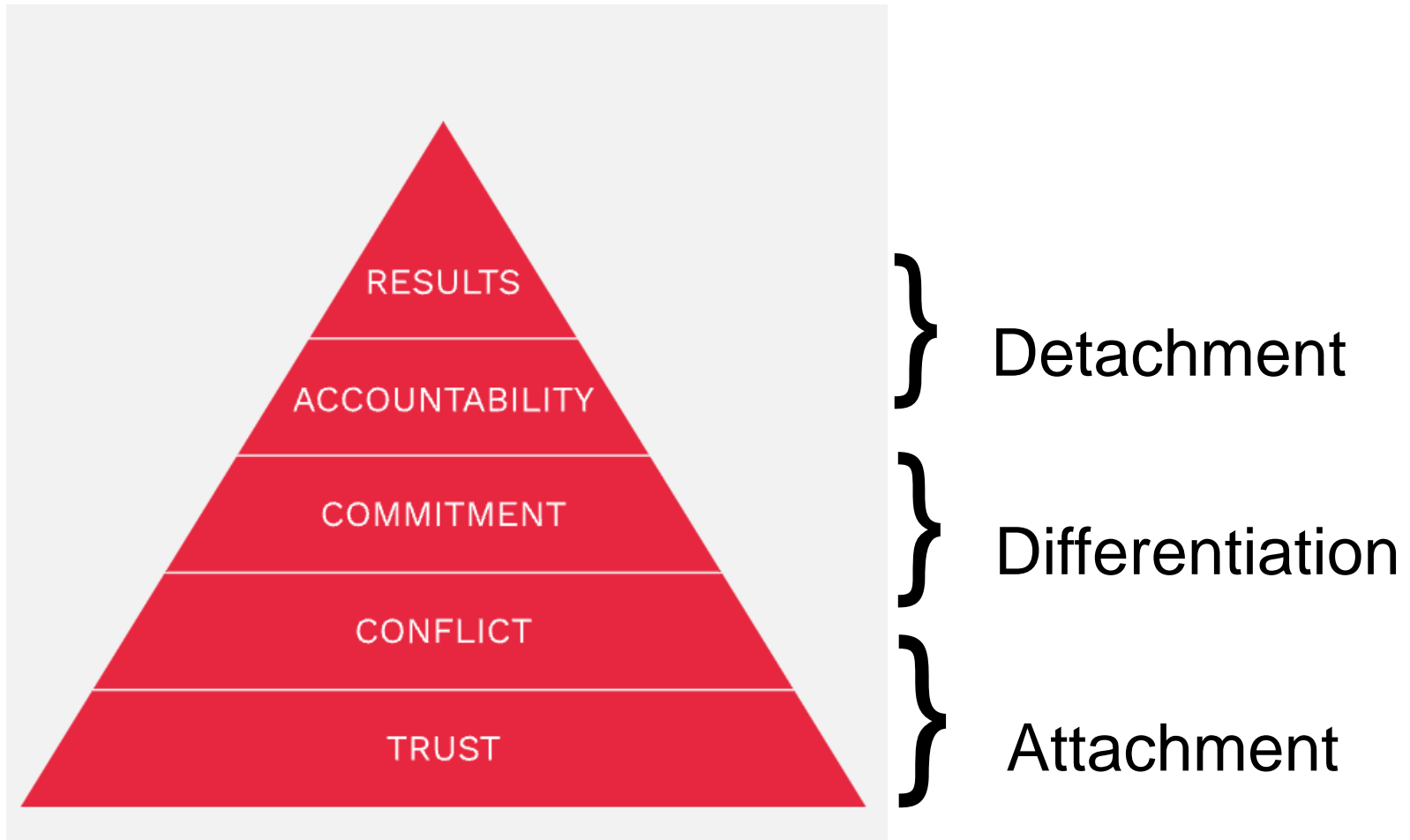
Maintain distance, isolate themselves from fellow group members.

Group dynamic

WHY IS “DYNAMICS”?

- *'dynamics'* comes from a Greek word meaning force
- **'group dynamics'** refers to the forces operating in groups
 - what gives rise to them
 - what conditions modify them
 - what consequences they have, etc. (Cartwright, 1951)
- group behaviour, should be the main focus of change (Bernstein, 1968; Dent and Goldberg, 1999)

Group dynamic





ARCTIC OCEAN

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Greenland
(Denmark)

Svalbard
(Norway)

United States

Canada

Ivan

Ivan

Russia

Gelya

Fariba

Gabi

Gabi

United States

ATLANTIC OCEAN

Kazakhstan

Mongolia

China

PACIFIC OCEAN

Mexico

Caribbean

U.K.

Iceland

Norway

Sweden

Finland

Ukraine

Belar.

Kazakhstan

Mongolia

N. Korea

Japan

PACIFIC OCEAN

Central America

Venez.

Guyana

Suriname

French Guiana
(France)

Guinea

Sierra Leone

Liberia

Cote d'Ivoire

Ghana

Benin

Togo

Equatorial Guinea

Gabon

Angola

Zambia

Namibia

Ecuador

Peru

Bolivia

Paraguay

Chile

Argentina

Uruguay

Brazil

ATLANTIC OCEAN

Western Sahara

Algeria

Libya

Egypt

Jordan

Saudi Arabia

U.A.E.

Yemen

Oman

Djibouti

Senegal

Maurit.

Mali

Niger

Chad

Eritrea

Sudan

South Sudan

Ethiopia

Ken.

Somalia

The Gambia

Guinea-Bissau

B. Faso

Nigeria

Cam.

C.A.R.

Dem. Rep. of Congo

Tanz.

Uganda

Rwanda

Burundi

Sierra Leone

Liberia

Ghana

Benin

Togo

Equatorial Guinea

Gabon

Angola

Zambia

Namibia

Cote d'Ivoire

Ghana

Benin

Togo

Equatorial Guinea

Gabon

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INDIAN OCEAN

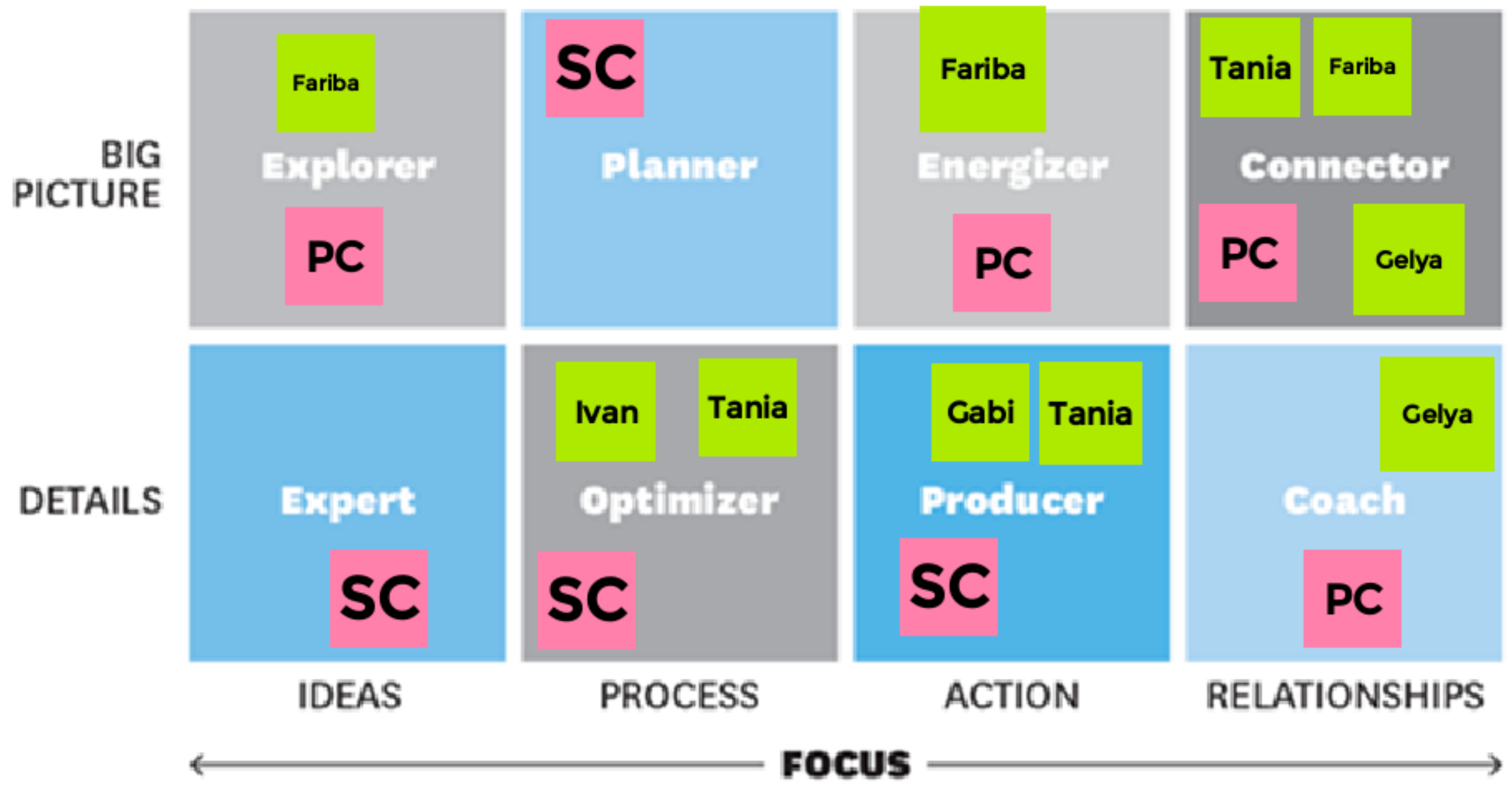
Australia

New Caledonia

Fiji

New Zealand

ORIENTATION



Roles Played by Group Members

SC

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