Group roles & dynamic
10:15 – 11:45

Gabriela HUM (Romania)
Positive psychotherapist, trainer and supervisor
Member of WAPP board of directors
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?

• 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

<table>
<thead>
<tr>
<th>Task oriented roles</th>
<th>Relations oriented roles</th>
<th>Self oriented roles</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Initiators:</strong></td>
<td><strong>Harmonizers:</strong></td>
<td><strong>Blockers:</strong></td>
</tr>
<tr>
<td>CONTRIBUTORS</td>
<td>Mediate group conflicts</td>
<td>Act stubborn and</td>
</tr>
<tr>
<td>Recommend new</td>
<td></td>
<td>resistant to the</td>
</tr>
<tr>
<td>solutions to group</td>
<td></td>
<td>group.</td>
</tr>
<tr>
<td>problems.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Information</td>
<td><strong>Compromisers:</strong></td>
<td>**Recognition</td>
</tr>
<tr>
<td>Seekers:**</td>
<td>Shift own opinions to</td>
<td>seekers:**</td>
</tr>
<tr>
<td>Attempt to obtain</td>
<td>create group harmony.</td>
<td>Call attention to</td>
</tr>
<tr>
<td>the necessary facts.</td>
<td></td>
<td>their own</td>
</tr>
<tr>
<td><strong>Opinion Givers:</strong></td>
<td><strong>Encourages:</strong></td>
<td>achievements.</td>
</tr>
<tr>
<td>Share own opinions</td>
<td>Praise &amp; encourage</td>
<td><strong>Dominator:</strong></td>
</tr>
<tr>
<td>with others</td>
<td>others</td>
<td>Assert authority</td>
</tr>
<tr>
<td><strong>Energizers:</strong></td>
<td><strong>Expediter:</strong></td>
<td>by manipulating</td>
</tr>
<tr>
<td>Stimulate the group</td>
<td>Suggest ways the group</td>
<td>the group.</td>
</tr>
<tr>
<td>into action whenever</td>
<td>can operate more</td>
<td></td>
</tr>
<tr>
<td>interested</td>
<td>smoothly.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Avoiders:</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Maintain distance,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>isolate themselves</td>
</tr>
<tr>
<td></td>
<td></td>
<td>from fellow group</td>
</tr>
<tr>
<td></td>
<td></td>
<td>members.</td>
</tr>
</tbody>
</table>
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

- Results
- Accountability
- Commitment
- Conflict
- Trust

Detachment

Differentiation

Attachment
Roles Played by Group Members

**SC** 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

**PC** Relations oriented roles
- **Harmonizers:**
  - Mediate group conflicts
- **Compromisers:**
  - Shift own opinions to create group harmony.
- **Encouragers:**
  - 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.
- **Dominator:**
  - Assert authority by manipulating the group
- **Avoiders:**
  - Maintain distance, isolate themselves from fellow group members.