Foundations of Group Behavior

Defining and Classifying Groups

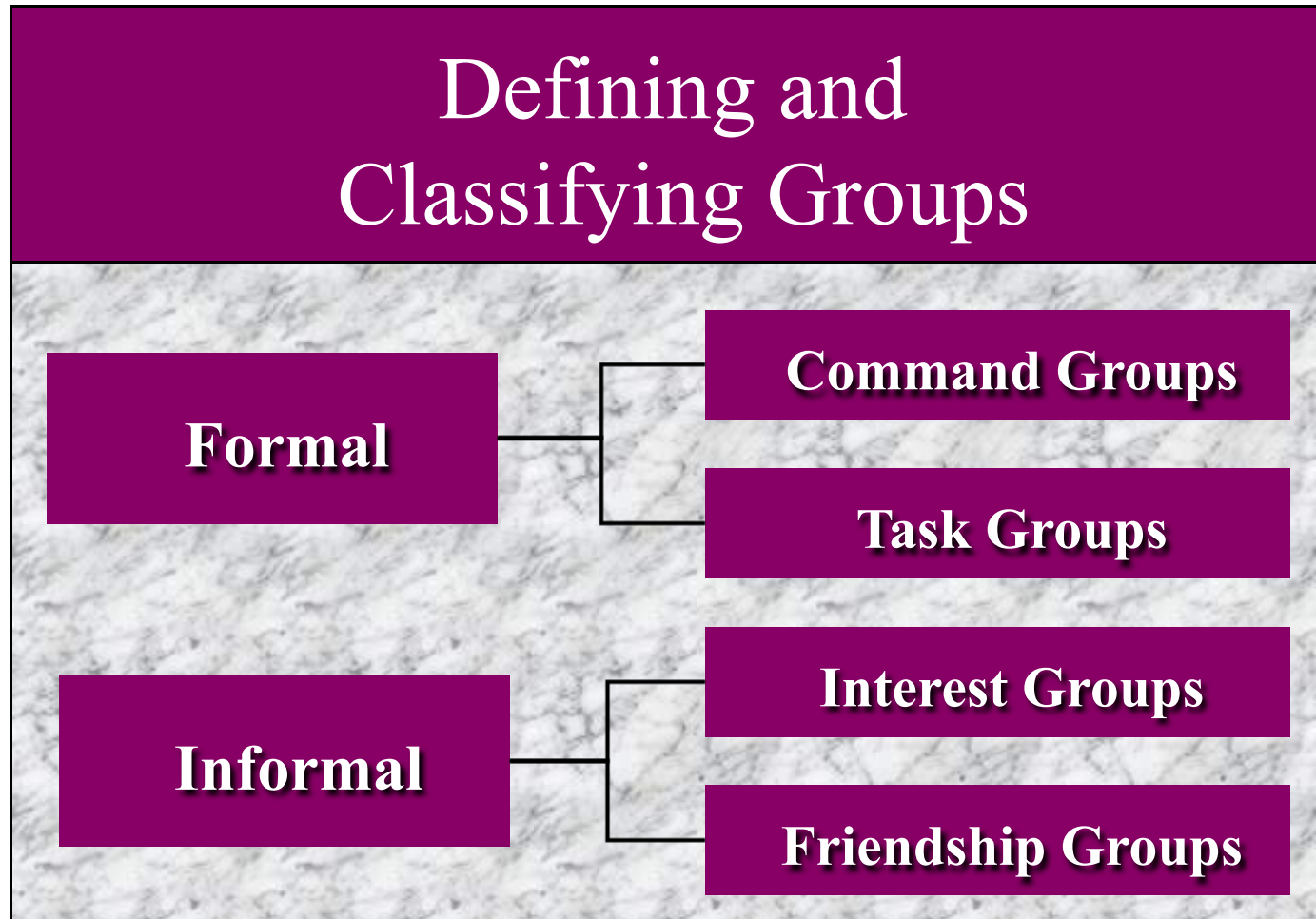**Formal**
- **Command Groups**
- **Task Groups**

Informal
- **Interest Groups**
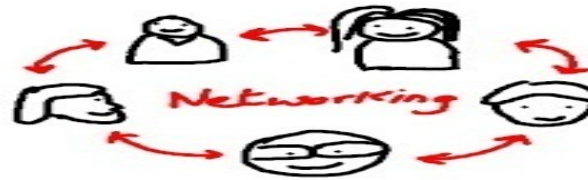- **Friendship Groups**

Why do People Join Groups?

- **Security**
- **Status**
- **Self-esteem**
- **Affiliation**
- **Power**
- **Goal Achivement**

Purpose of Group Meetings

Benefits/Purpose of User Group Meetings

Learning

Networking
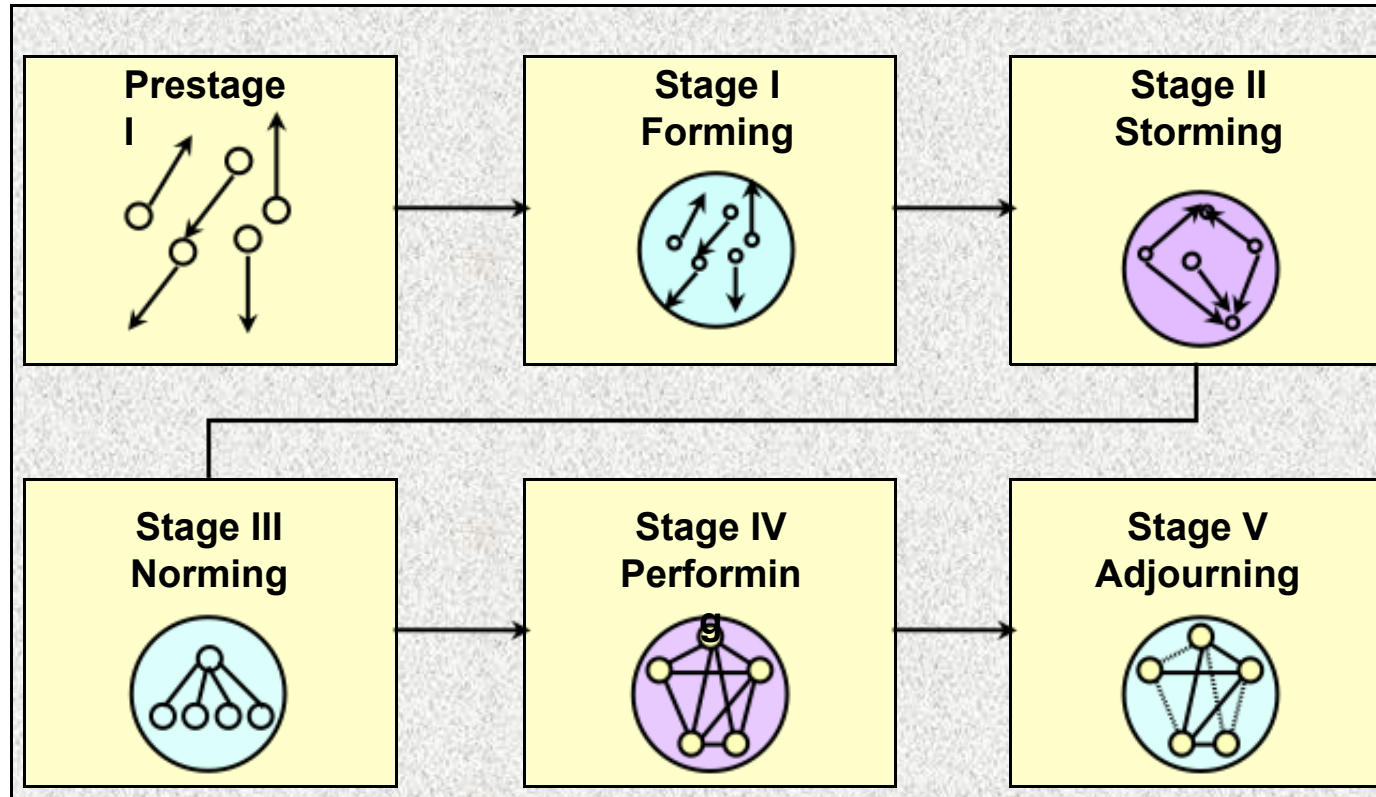
Sharing Experiences

Job opportunities

Meet Experts

Solutions to problems

Free Giveaways

Created by Sanjay Shetty

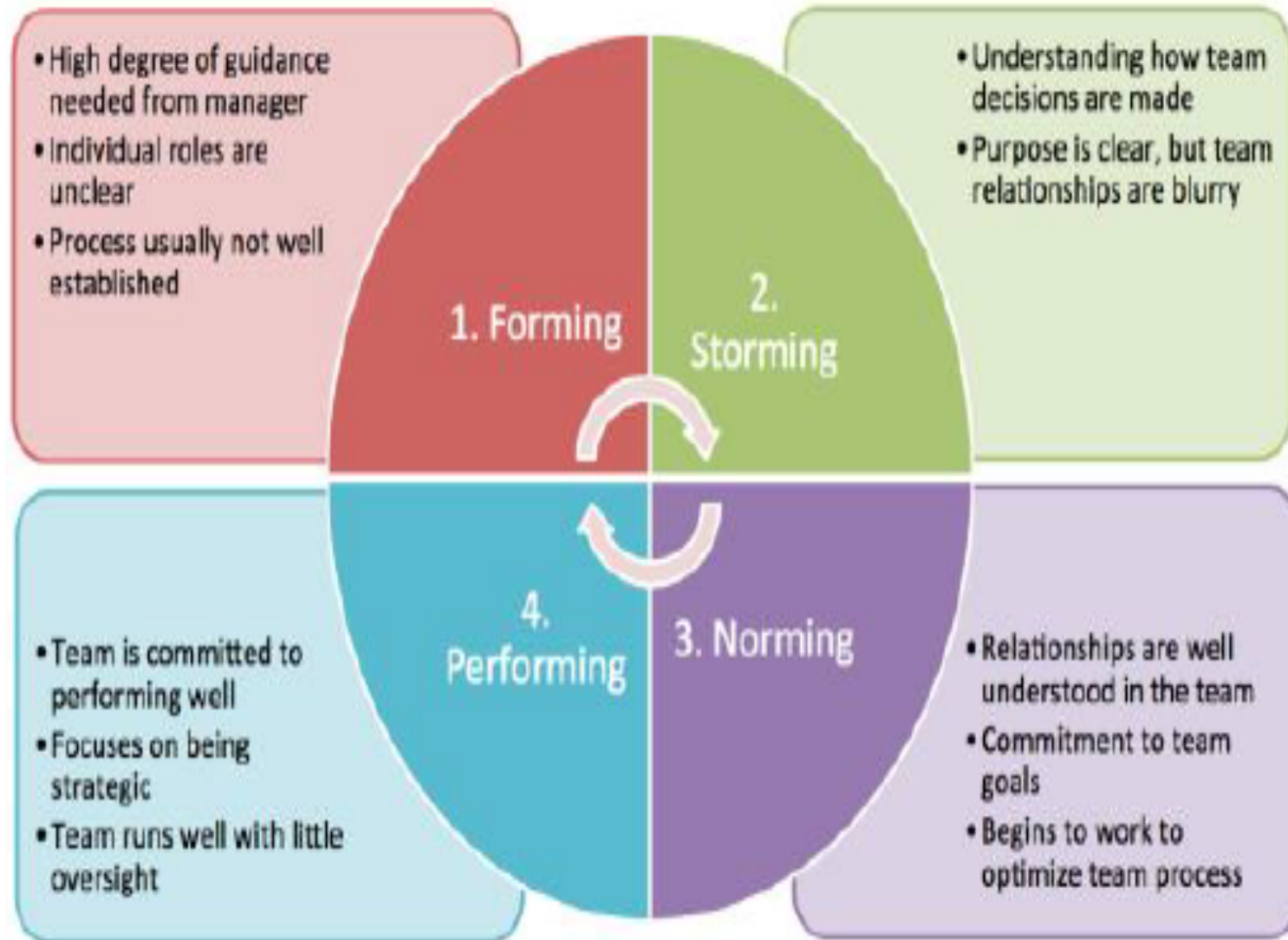# Features of Group

- Role
- Status
- Norms
- Cohesiveness
- Conformity (Group Think)
- Bandwagon effect
- Social loafing

Stages of Group Development

Tuckman's Stages model

- High degree of guidance needed from manager
- Individual roles are unclear
- Process usually not well established

1. Forming

2. Storming

- Understanding how team decisions are made
- Purpose is clear, but team relationships are blurry

4. Performing

3. Norming

- Team is committed to performing well
- Focuses on being strategic
- Team runs well with little oversight

- Relationships are well understood in the team
- Commitment to team goals
- Begins to work to optimize team process

- Forming (Orientation): This stage presents a time where the ==group is just starting to come== together and is described with anxiety and uncertainty.

- Storming (Power Struggle): The storming stage is where ==dispute and competition== are at its greatest because now group members have an understanding of the work and a general feel of belongingness towards the group as well as the group members.

- Norming (Cooperation and Integration): In this stage, the group becomes fun and enjoyable. Group interaction are lot more easier, more cooperative, and productive, with weighed give and take, open communication, bonding, and mutual respect.

- Performing (Synergy): At this stage, the morale is high as group members actively acknowledge the talents, skills and experience that each member brings to the group.

- A sense of belongingness is established and the group remains focused on the group's purpose and goal.

- Adjourning (Closure): At this stage, the project is coming to an end and the team members are moving off in different directions.