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Week 3

2.6 Group Think Assignment

1. **What aspects of groupthink were at work in this committee?**

From this assignment groupthink was at work during the meeting to fix the companies’ computer systems. Among the discussion it is given that Esteban only has five minutes to spare before he must leave. It would have been more productive to reschedule for a time that works for everyone to give everyone time to come up with an ethical decision. Next, Lucinda decided not to participate in the discussion for unknown reasons and states that she will support any decision. This committee is now starting to develop the aspects of groupthink because two members have already opted out of the discussion and this leaves Greg to find a quick solution. Greg suggests his sister’s company because they are local and can give a firm price, and Paul says he would like to solicit bids from multiple companies before deciding. This gives Greg the opportunity to block Paul’s idea and continue to claim his sister’s work was best. Thus, being the fast option, the committee chooses to go with Greg’s sister.

1. **What conditions contribute to groupthink?**

The first issue was with the timing of the meeting. If the committee were to set a time that worked for all the members, they would have had the time to make important decisions for the company. Another issue was that Greg was close-minded in his decision, he continued to bid for his sisters’ company although there might be more viable options available. In thus leading to a potential conflict of interest. Next, Lucinda did not contribute to the discussion nor did anything meaningful to help the committee solve the issue. Paul was the only member to really challenge Greg’s suggestion because Paul’s idea was more ethical, yet there was no evaluation between the ideas everyone just wanted a quick solution.

1. **What can groups do to avoid groupthink?**

To avoid group think it is important that everyone contributes to solve the problem, there are no bad ideas. Lucinda is a good example of this because she decided not to contribute to the issue, leaving the ideas to other members. Also, everyone should enter a meeting with an open mind, this helps for a good flow of ideas that cannot be put down without proper consideration. Next is to evaluate each possible solution given by the members of the group. In the committee’s case, no one gave Paul’s idea a real thought even though it could have saved the company a lot of money. Lastly, find a good time for everyone so that the meeting is not counterproductive. From the exercise, Esteban only had five minutes to make any decision on the issue. Therefore, the quickest decision made by the group was the quickest decision for Esteban.