

# GROUP DYNAMICS

Facilitators often encounter patterns of behavior in group settings that can either disrupt or reveal deeper needs. This cheat sheet helps you respond with intention—not control. Use these strategies to maintain safety, engagement.

1

**The Dominator:** One or two individuals dominate the conversation, often steering discussions in a particular direction and potentially overshadowing quieter voices.

2

**The Observer:** A participant remains quiet, seemingly disengaged or hesitant to contribute, which may stem from a lack of confidence or interest.

3

**The Side Talkers:** Small, private conversations occur within the group, diverting attention and disrupting the flow of the main discussion.

4

**The Distractor:** A member introduces jokes or disruptive behavior, which can derail the group's focus and hinder progress.

5

**The Tense Energy:** Underlying disagreements or unresolved conflicts create a guarded or low-energy atmosphere, impacting the group's overall cohesion.