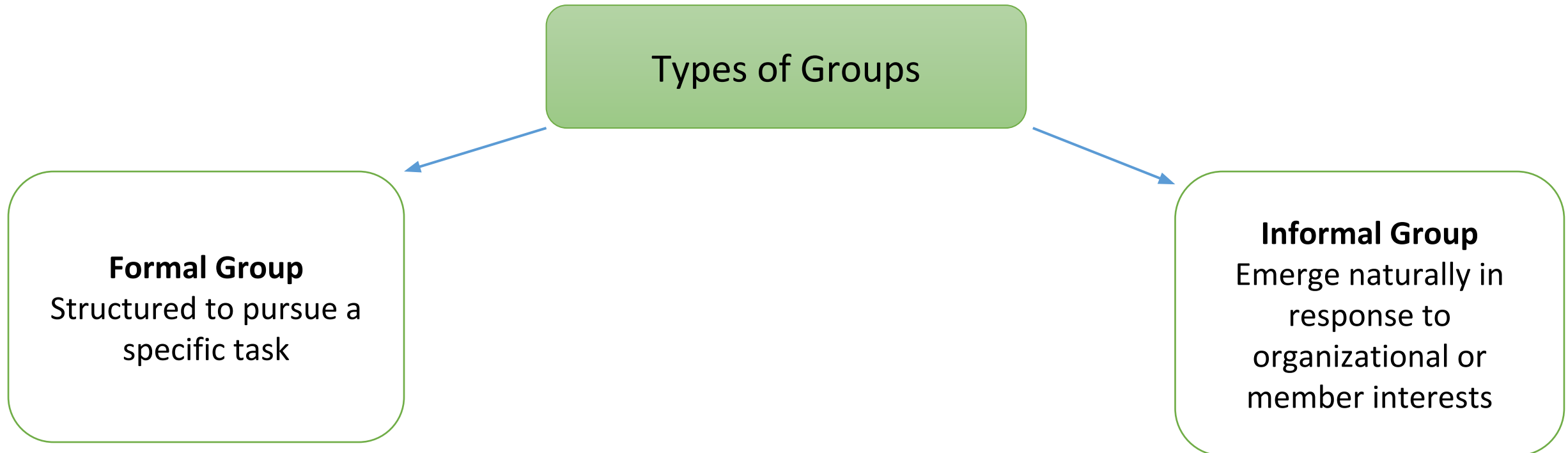


# Group Dynamics

- The social process by which people interact and behave in a group environment is called group dynamics.
- Group dynamics involves the influence of personality, power, and behavior on the group process.



# Group Development/Formation

## Tuckman's Theory

<b>Forming</b>	The major goals of the group have not been established. The nature of the task or leadership of the group has not been determined
<b>Storming</b>	In this stage, the group is likely to see the highest level of disagreement and conflict. Members often challenge group goals and <b>struggle for power</b> . Individuals often <b>view for the leadership</b> position during this stage of development.
<b>Norming</b>	This stage is characterized by the recognition of individual differences and shared expectations. Hopefully, at this stage the group members will begin to develop a feeling of <b>group cohesion and identity</b> .
<b>Performing</b>	Performing, occurs when the group has matured and attains a feeling of cohesiveness. During this stage of development, individuals accept one <b>another and conflict is resolved through group discussion</b> .
<b>Adjourning</b>	Not all groups experience this stage of development because it is characterized by the disbandment of the group.

# Group Structure

- Effective group performance depends to a large extent, on the size and composition of the group. A group may consist of as few as two people
- Individual skills and performance must be a consideration in forming a group
- Diversification is a factor in both group development and skill requirement.

# Group Structure

- Four Major Components of a Group

Group Size

Group Role

Group Norms

Group Cohesiveness

# Group Size

- Group Size differ with respect to the type of group.
- Large groups are good for gaining divers perspective but they effect the individual performance.

# Group Role

- Various parts played by the members of the group
- Two elements that define the identity of a group member

Role  
Perception

- An individual is expected to behave according to there own perception in a group

Role  
Expectation

- How others believe that one should behave in a group

# Group Norms

- Acceptable standards of behavior within a group that are shared by the group's member.
- Group Norms mainly serve three functions

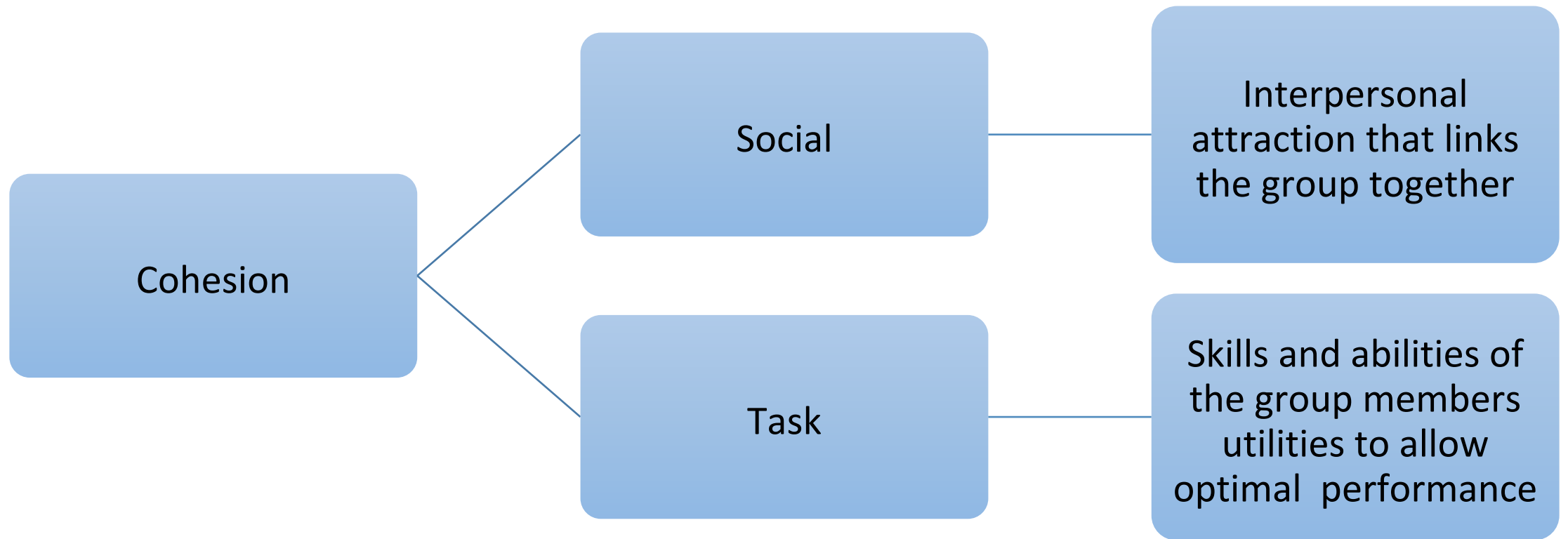
Predictive – basis for understanding others behavior

Relational – define relationships

Control – regulate the behavior of others



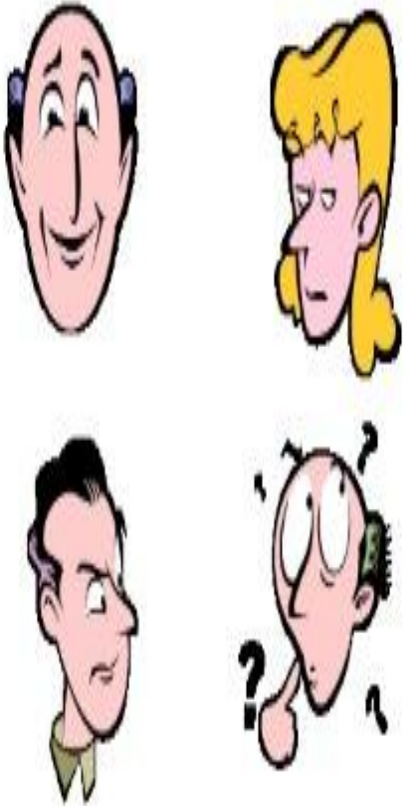
# Group Cohesiveness



Who won, and why?

Did your group act like this...

... Or like this?



Groups with High Cohesiveness Get Better Results!

## High Cohesiveness

- Unity
- Interactive
- Positive Feelings
- Ability to Cope with Problems
- More Productive

Low

## Cohesiveness

- Negative Feelings
- More Problems
- Less Productive



# Group Phenomenon

<b>Brain Storming</b>	Groups can energize thought but can also be inefficient in sharing and compiling ideas
<b>Social Loafing</b>	The reduction of individual effort when people work in groups compared to when they work alone
<b>Group Polarization</b>	The tendency to respond in a more extreme way when making a choice or expressing an opinion as part of a group, as opposed to when responding individually
<b>Group Think</b>	Occurs when a group with a particular agenda makes irrational or problematic decisions because its members value harmony and coherence over accurate analysis and critical evaluation.