**Socializing Newcomers**

Describe each phase of the group socialization process:

1. **Preliminary Phase:** in the first phase, some newcomers express everything they have to prove that they fit in the group: their beliefs and attitudes, both positive and negative, cultural dimensions, communicative and personality traits, needs and motives, knowledges and prior experiences to a group.
2. **Acquainting Phase:** in the second phase, members of a group will determine that newcomers have the ability to meet the group’s needs and expectations or not.
3. **Adaptive Phase:** in the third phase, newcomers try to adjust themselves and fit in the group’s expectations.
4. **Assimilation Phase:** in the fourth phase, newcomers accept the group’s culture and begin to fully integrated into the group.
5. **Exit Phase:** in this final phase that includes the process when members exit work, learning and the groups may end.

**My Personal Story:**

Back in time when I was in high school, I with my 2 friends established a small group called DKTeam, a group about technology for people who are in love with programming and creating software. I was the manager of HR at that time and in charge of recruiting members for the group. There were about 10 people who applied to join our team, but I just chose 4 people who were suitable for the group’s culture and could express their passion for technology. Three of us – formers of the team, created a list of deadlines for newcomers to complete every week, one of them was writing a new blog post in any categories on the team’s website (<https://deathkingteam.blogspot.com/>). The newcomers worked hard and rapidly fitted in the group’s culture. We finished a lot of software and brought some value to the community. Our group stood firm for one year and a half before disbanding. The reason we decided to disband the group because we were just high-school students and members were busy studying for university’s dreams. But we were happy, we thought that period of working hard for contributing was one of the most valuable experiences.