

Group Process Evaluation Form (Adrien, November 13, 2019)

Individually, reflect on your group's dynamics and – anonymously – rate them according to each of the following variables (using a scale from 1 to 5). As a group, discuss the results and brainstorm concrete ways to improve your group processes.

Goals

Goals are unclear or poorly understood, resulting in little commitment to them.	1	2	3	4	5 x	Goals are clear, understood, and have the full commitment of team members.
---	---	---	---	---	--------	--

Openness

Members are guarded or cautious in discussions.	1	2	3	4	5 x	Members express thoughts, feelings, and ideas freely.
---	---	---	---	---	--------	---

Mutual Trust

Members are suspicious of one another's motives.	1	2	3	4	5 x	Members trust one another and do not fear ridicule or reprisal.
--	---	---	---	---	--------	---

Attitudes Toward Difference

Members smooth over differences and suppress or avoid conflict.	1	2	3	4	5 x	Members feel free to voice differences and work through them.
---	---	---	---	---	--------	---

Support

Members are reluctant to ask for or give help.	1	2	3	4	5 x	Members are comfortable giving and receiving help.
--	---	---	---	---	--------	--

Participation

Discussion is generally dominated by a few members.	1	2	3	4	5 x	All members are involved in discussion.
---	---	---	---	---	--------	---

Decision-making

Decisions are made by only a few members.	1	2	3	4	5 x	All members are involved in decision-making.
---	---	---	---	---	--------	--

Flexibility						
The group is locked into established rules and procedures that members find difficult to change.	1	2	3	4	5 x	Members readily change procedures in response to new situations.
Use of Member Resources						
Individuals' abilities, knowledge and experience is not well utilized.	1	2	3	4 x	5	Each member's abilities, knowledge, and experience are fully utilized.

Adapted from Russ Christianson, CoopZone.